



JUSTICE INSTITUTE

The Justice Institute of British Columbia is a provincial post-secondary institute under the Ministry of Advanced Education, Training and Technology. Located in Vancouver, the Justice Institute trains British Columbia municipal police, provincial courts and correctional employees, fire service personnel, ambulance paramedics and provincial emergency planning personnel and provides programs for professionals and the public in the areas of justice and public safety. The main campus is located at 4180 West 4th Avenue and consists of classrooms, auditorium, instructional resource centre, media centre, gymnasium, food services and administrative and faculty offices.

A primary objective of the Justice Institute is to encourage sharing of learning resources and opportunities among people and agencies involved in justice and public safety.

The Justice Institute's main client groups are the Ministries of Attorney General, Solicitor General, Health, and Municipal Affairs, Recreation and Culture.

JUSTICE INSTITUTE

MISSION STATEMENT

The Justice Institute of British Columbia is dedicated to improving the quality of justice and public safety by developing and delivering training programs and educational services to professionals and the public.

GOALS

To develop and deliver programs and services in the areas of justice and public safety consistent with the identified needs of the Ministries of the Attorney General, Solicitor General, Health, and Municipal Affairs, Recreation and Culture.

To develop and deliver programs and services consistent with the identified needs of other government ministries, private agencies, community groups and others engaged in justice and public safety.

To engage in partnerships with other organizations in pursuit of the Justice Institute mission.

To share services, resources and expertise among Academies/ Divisions to achieve more effective delivery of programs.

To heighten awareness of the unique nature and structure of the Justice Institute and its services.

FIRE ACADEMY

MISSION STATEMENT

To develop and provide training programs and services consistent with the needs identified by the Fire Commissioner and the Fire Services Community of British Columbia.

JUSTICE INSTITUTE OF BRITISH COLUMBIA

FIRE ACADEMY

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Volumes have been written on the difference between them. I have always considered education to be primarily the theoretical aspects of our service. When thinking of training, I think of the skills, the handson requirements of the fire fighter.

As one progresses through a fire service career, the ratio of education to training changes. The new fire fighter will for the first year receive about 20% education. The remaining 80% will be hands-on skills training. As the individual moves through the ranks, the ratio changes. The Fire Chief will receive approximately 80% education and 20% skill training.

In our Province we have a large number of fire fighters in remote areas. We are in a era of considerable technological change which brings new challenges to the fire service. Technological change brings with it an increased need for more education and training.

The Fire Academy has been able to respond to the increased educational needs through distance education and, I am pleased to say, through partnerships such as the ones we share with the Open Learning Agency and, to some extent, with Community Colleges. This certainly has made education more accessible to the fire service and to members of the public interested in enhancing their qualifications in fire related subjects.

Delivery of the field of hands-on skills training has not been as available as education. Some of the hands-on skills involve regular ladder raises, pumping evolutions and hose lays. This can be done at the local level by the fire department. Training in specialized skills requires a safe controlled area and specialized equipment along with knowledgeable instructors.

The Academy will continue to work towards partnerships that will help make hands-on training more accessible in the field and will have instructors attend as many fire departments as possible to assist in training the member fire fighters.

Paul C. Smith Director FIRE ACADEMY

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TRAINING AND EDUCATION PROGRAM FOR THE PROFESSIONAL FIRE SERVICE

The Training and Education Program for the Professional Fire Service in the Province of British Columbia is a series of courses that allows career fire fighters and officers to upgrade their knowledge through self-study of learning materials provided to them in their own locality. This method allows students to work at their own pace. Students are encouraged to work at an accelerated pace according to schedules arranged within their own department Support personnel including fire department Liaison Officers and Fire Academy tutors are an integral part of the program. Several courses are available for different levels of certification. The courses are based on the professional qualifications established by the NFPA and amended as necessary and approved by the Fire Commissioner to reflect the needs of the B.C. fire service. Successful completion of a full

Courses and Blocks

course leads to certification at that level.

Five courses of certification are available or under development: Company Officer Command Officer Administration Officer Training Officer Fire Prevention Inspector

Eligibility Restrictions: At least first class fire fighter Full-time career Other identified members of the fire service Special request for admission must be addressed to the Director, Fire Academy.

Each course comprises subject Blocks, as listed in the following course descriptions. Each Block ends with an exam. Most Blocks may be taken in any order. The exception is Fire Prevention Inspector; Blocks in this course must be taken in sequence. The final Block is the classroom component, which must be taken when all distance education Blocks have been successfully completed. The classroom component is held at the Fire Academy. A student must be admitted to a course before registering in any Blocks.

Blocks are subdivided into Units composed of individual booklets, from two to six per Block.

SUPPORT PERSONNEL

Tutors

In each Block the student's progress is guided and evaluated by a tutor appointed by the Fire Academy. The tutor stays in touch by telephone or in writing, evaluates Block Projects and informs the Academy when the student is ready to write the Block exam.

Liaison Officer

The Fire Chief appoints a Liaison Officer to coordinate the delivery of the program within the fire department. The Liaison Officer (usually the Training Officer) supports and helps plan studies and activities in the course and supervises the writing of tests in the fire department.

COURSE MATERIALS

Course materials are sent out in Blocks. The student registers for specific Blocks, in consultation with the Liaison Officer. Each course contains the following materials:

Study guide to assist the student in the use of all the other components and offering tips on how to study Distance Education materials

Course Blocks presented as a series of printed booklets, each containing objectives, self-tests, practical exercises and projects to be completed

Support materials for the Liaison Officer and the tutors

A **Block exam** to be administered by the Liaison Officer and marked by the Fire Academy.

The Fire Academy Distance Education Program works on a continuous entry/exit system. Students register in a course and determine which Blocks they wish to study. Material will be sent one Block at a time. Tutors will receive the students' names and phone numbers at this time.

Students can complete material at their own pace, but will be given a maximum of one year to complete a Block. No extensions will be granted. Any student who does not complete one within one year may reapply after a three-month waiting period. In order to complete a Block a student must receive a "successful" grade on all projects and the final block exam. On receipt of a successful final project, a tutor will request the Fire Academy to generate an exam for the student and the next Block will be sent.

COMPANY OFFICER

CO-1 Fire Service Organization

This Block provides a review of organizations concerned with fire protection, with a focus on Canadian organizations at the federal, provincial and local levels. It also reviews the structure of fire suppression organization, the Company Officer's role in it and the chain of command in line and staff functions.

Self-study hours: 20

CO-2 Basic Fire Science

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 This Block introduces basic chemical and physical principles underlying fire and dangerous goods behaviour in emergency situations. This includes vapour pressure and density, ignition temperature, flash point and flammable limits, as well as other topics of concern to personnel involved in fire protection.

Self-study hours: 40

CO-3 Fire Prevention and the Company Officer

This Block introduces concepts in fire prevention for suppression officers at the company level. The material provides basic background information on fire prevention and discusses the important role that the Company Officer can play. Topics include an overview of pertinent legislation, community fire prevention programs and routine or survey inspections. The Block offers specific instruction on identifying fire hazards in various building types, recognizing dangerous goods and their unique hazards and visually inspecting fire protection systems such as automatic sprinklers and fire detection equipment. Some of the course work involves field exercises for hands-on experience in fire prevention-oriented activities.

CO-4 Company Leadership

Company Leadership covers the leadership and administrative aspects of the Company Officer course and is designed to develop the relevant skills required at this level. Areas covered include situational leadership, maintaining morale among subordinates, handling complaints and disputes as they arise, interpreting and implementing departmental policies relating to personnel and local administration, setting goals and objectives for the crew, planning and implementing training in conjunction with the Training Officer, safety awareness and interpersonal communication. The Block presents a global and historical perspective on the nature and principles of leadership and follows this with a specific focus on leadership within the fire department.

Self-study hours: 80

🗸 CO-5 Communication Skills

This Block provides a short, overview of principles of effective writing and speaking. Tips are presented on how to present information clearly and with impact. The skills gained from this Block

should prove helpful in all types of writing, including reports and memos, as well as in public speaking and communication in general.

Self-study hours: 20

CO-6 Records and Reports

Records and Reports addresses gathering, managing and using information in fire department operations. The major premise of this Block is that information is a key element in the effective functioning of any size of fire department. Topics include exploration of the role of information within the fire service, understanding the place of the records system in managing information, production of both formal and informal reports, fire department records and computerized information systems. *Suggested Prerequisites:* CO-5 Communication Skills

CO-7 Technical Math

This Block presents basic math skills for fire flow calculations such as volume and surface area. Frequent opportunities for practice in practical situations are provided. Units covered include whole numbers, fractions and decimals, percentages, averages, algebraic equations, powers and square roots, ratios and proportions and measurements of length, area and volume. It is assumed that the student has basic skills in addition, subtraction, multiplication and division.

Self-study hours: 40

CO-8 Fire Cause Determination

This Block provides an overview of fire cause indicators and emphasizes the importance of preserving the scene for fire investigators in situations where the fire cause is not apparent.

Self-study hours: 40

CO-9 Dangerous Goods

The Company Officer may be first on the scene of a dangerous goods incident. This Block discusses the inherent hazards of dangerous goods, how to identify them under emergency conditions and how to assess a situation, determine the resources required and take appropriate initial action. The Block also discusses the legal authority of the Company Officer to act under different circumstances, the legislation that affects safety in storage and transport of dangerous goods and national, provincial and local information sources. Some field work is involved.

Self-study hours: 60

CO-10 Incident Command

Officers apply a model of incident command in simulated incidents on-site and by use of a simulator. Also covered are the development and organization of drills and scenarios and a segment on Company Officer contact with the news media. Block CO-10 provides an individualized training component. Location: Fire Academy, Justice Institute of British Columbia campus Prerequisites: Completion of CO-1 to CO-9

Duration: 4 days

CM-1 Advanced Communication Skills

This Block extends the skills acquired in Block CO-5 by presenting further methods to communicate clearly in writing and in speaking. The Block then focuses on speaking to groups, relating to the media and gaining increased awareness and skills in public relations between the fire department and the community it serves. Suggested Prerequisites: CO-5 Communication Skills

Self-study hours: 40

CM-2 General Physics

General Physics is an introductory course that familiarizes the student with basic concepts of physics at a practical, operational level. The topics include the physical phenomena of heat, motion, electricity, magnetism, light, sound and radioactivity. This Block also provides an appendix on metrics for those unacquainted with the SI system of measurement. Suggested Prerequisites: CO-7 Technical Math

Self-study hours: 40

CM-3 Major Emergency Planning

Major Emergency Planning presents principles of fire department planning and response to major emergencies within a local jurisdiction. Planning activities are outlined with attention given to assessing major fire hazards in a community, preparing the fire department component of a community major emergency plan and exercising the plan. Response strategies are discussed for actual or simulated major emergencies in terms of assessing the situation, determining the resources required and deploying personnel and resources. The Block also discusses the roles and responsibilities of the Command Officer in major emergency planning.

Self-study hours: 80

CM-4 Fire Protection Systems and Water Supply Systems

Fire Protection Systems presents the basic types of fixed fire suppression systems, fire alarms, fire detection devices and water supply systems. This knowledge enables the Command Officer to recognize the different types of systems and their operation and applications and to discuss water supply and distribution requirements with appropriate persons and agencies. *Suggested prerequisites:* CO-3 Fire Prevention and the Company Officer; CO-7 Technical Math

CM-5 Industrial Fire Protection and the Command Officer

This Block presents an overview of the Command Officer's role in fire protection in the municipal-industrial setting. Roles and responsibilities are outlined in terms of decisions required to direct multi-company response to a major industrial fire. Topics include assessment of hazards; fire protection measures for each of the nine classes of dangerous goods; pertinent federal, provincial and local acts and regulations; and working with plant emergency response organizations and fire brigades. Some field work is required. *Suggested prerequisites:* CO-3 Fire Prevention and the Company Officer; CO-9 Dangerous Goods;

CM-3 Major Emergency Planning; CM-4 Fire Protection Systems

Self-study hours: 60

CM-6 Command Officer Leadership and Administration

This Block offers a detailed study of command leadership and communication, planning and achieving excellence, meeting the dollar challenge, achieving organizational effectiveness and managing people. Suggested prerequisites: CO-4 Company Leadership; CO-6 Records and Reports; CO-7 Technical Math; CM-1 Advanced Communication

Self-study hours: 80

CM-7 Multi-Company Incident Command

Officers apply a model of incident command requiring single company and multi-company responses. Common skills are developed using the simulator and on-site evolutions. The incident command model used in CO- 10 Incident Command is expanded to cover incidents of increased complexity. *Prerequisites:* Completion of CM-1 to CM-6

Duration: 4 days

AO-1 Executive Leadership and Communication

This Block focuses on the leadership role of the Administrative Officer. In addition to expanding the concepts of the leadership role, the Block reviews the use of an effective team approach in managing a fire department. The Block explores the central role of communication in enhancing Administrative Officer effectiveness, including meeting skills. Suggested prerequisites: CO-6 Records and Reports; CM-6 Command Officer Leadership and Administration

Self-study hours: 100

AO-2 The Social Environment

This Block focuses on the social environment in which a department functions, providing an overview of political, economic and legal aspects of our culture.

Self-study hours: 20

AO-3 Planning

The focus of this Block is on plans that can be used for the management of a fire department. It explores: Assessment of needs and resources; choosing strategy based on these needs and resources; methods for using plans in an environment of change and uncertainty

Self-study hours: 100

AO-4 Financial Management

This Block focuses on the financial aspects of administering a fire department, including an overview of municipal financing, considerations of capital financing, a detailed approach to budget preparation, management and control and the issues of cost management. Suggested prerequisites: CO-7 Technical Math

AO-5 Organizational Administration

This Block addresses organizational administration as a basis for the efficient operation of a fire department. It explores current trends in organization structures and philosophies that help the Administrative Officer select and maintain the most effective organization given the resources available. Various considerations for assigning human and other resources are discussed. Finally, structural and administrative considerations for developing and maintaining a modern and effective management information system are addressed.

Self-study hours: 100

AO-6 Administering the Human Resource

This Block on personnel administration covers the establishment of effective guidelines, procedures and practices, with particular consideration given to the administration of effective human resource management in the context of municipal operations. In addition, information is provided on labour relations, the collective bargaining process, the administration of the collective agreement and day-to-day management of employee relations.

Self-study hours: 120

AO-7 Public Relations

This Block provides practical tools and knowledge in the area of public relations. Guidance is given on the establishment of appropriate policies andguidelines for the relationship between the department, the municipality and the community at large.

Self-study hours: 80

AO-8 Risk Management for the Fire Service

This workshop is led by legal experts, active risk managers and specialists in the field of risk management and is directed toward Fire Officers who are concerned with legal liability and actions in negligence. Participants will leave the workshop with a structured approach to risk management that they can implement in their own departments. Location:

Fire Academy, Justice Institute of British Columbia campus *Prerequisites:* Completion of AO-1 to AO-7 or by permission of the Director of the Fire Academy

Duration: 3 days

TRAINING OFFICER

TO-1 Training Officer

This Block covers the skills required to effectively perform the function of a Fire Training Officer, including communication, learning concepts, planning a training program, presentation methods, training aids, evaluation and development. The Block includes the following: Developing job skill profiles. Developing performance objectives. Determining performance discrepancies. Developing training plans and training aids. Planning and conducting a training session. Evaluating training progress and program effectiveness.

Self-study hours: 100

TO-2 Training Officer Workshop

This workshop comprises four days of intensive practical application of knowledge gained in TO-1, enabling the prospective Training Officer to design and deliver training programs within the department. Also included are preparation and evaluation of checklists and developing and writing test questions, as well as Risk Management for the Training Officer. This workshop involves activity requiring candidates to be physically fit. *Location:* Fire Academy, Justice Institute of British Columbia campus *Prerequisite:* TO-1

Duration: 4 days

FIRE PREVENTION INSPECTOR

FPI BLOCKS MUST BE TAKEN IN SEQUENCE.

FPI-1 Introduction to Fire Prevention

This Block discusses the background, philosophy and purpose of legislative aspects of fire prevention. It provides an overview of fire prevention and specific information on the fire problem and fire prevention in British Columbia, building a framework for the more detailed and technical Blocks to follow. Other topics include the principles and goals of fire prevention practice; history and evolution of fire prevention; elements of the fire problem; issues and trends in fire prevention; fire prevention agencies and legislation at the federal, provincial and local levels; and the role of the Fire Prevention Inspector. *Suggested prerequisites:* CO-1 Fire Service Organization

Self-study hours: 60

FPI-2 Basic Fire Science*

This Block is an introductory study of basic chemical and physical principles underlying fire and dangerous goods behaviour. The Block looks at such subjects as vapour pressure and density, ignition temperature, flash point and flammable limits, as well as other topics of concern to personnel involved in fire prevention.

Self-study hours: 40

* Students who have completed CO-2 need only complete a short exercise to obtain credit for FPI-2.

FPI-3 Blueprint Reading for the Fire Service

This Block familiarizes the student with concepts of reading building construction drawings at an operational level. This information enables the Fire Prevention Inspector to check that building plans conform to the appropriate codes, bylaws and regulations. The student learns to read architectural, plumbing, electrical, mechanical and sprinkler piping blueprints.

Self-study hours: 120

FPI-4 Elements of Life and Fire Safety

This Block forms a foundation for the technical Blocks that follow, presenting detailed information on life and fire safety concepts pertaining to egress

design, building construction types, occupancies and fire safety plans.

FPI-5 Fire Protection Systems and Extinguishers

This Block presents the basic types of fire protection systems including sprinklers, standpipe and hose systems, fire pumps, special extinguishing systems and portable fire extinguishers. The Block offers a detailed study of each system, its operation and application and offers specific instructions on code requirements and fire prevention inspection procedures.

Self-study hours: 100

FPI-6 Signalling and Detection Systems

This Block presents an in-depth study of fire alarm systems and the various types of heat, smoke and flame detectors. The Block also outlines code requirements for installing fire alarms for each type of occupancy hazard and specifies the inspection procedures.

Self-study hours: 60

FPI-7 Water Supply Systems

This Block covers details of water supply systems for private fire protection, water flow in pipes and hydrants and fire flow requirements. Water supply systems covered include gravity tanks, pressure tanks and fire pumps. The Block focuses on the operation of each system, code requirements and inspections.

Self-study hours: 60

FPI-8 Building Systems and Hazards

This Block presents the various services and systems that provide power, environmental control and convenience for a building. The course material provides the Fire Prevention Inspector candidate with a broad knowledge of fire hazards and fire protection associated with electrical systems and appliances, air conditioning and ventilation, heating systems, cooking equipment, materials and waste handling, housekeeping and storage systems. Each Unit concludes with specific guidance on code requirements and how to inspect target building systems.

FPI-9 Hazardous Materials

This Block gives the student an understanding of the duties and responsibilities of a Fire Prevention Inspector regarding hazardous materials, as set out in the *Fire Services Act*. It describes the classification of hazardous materials, their identification and the hazards they pose. It also outlines the responsibilities of other authorities in this area as well as procedures for cooperating to ensure safe handling, use and storage of these materials.

Self-study hours: 60

FPI-10 Flammable and Combustible Liquids and Compressed and Liquefied Gases

As a supplement to the preceding Block, this Block concentrates on the two most important hazardous material classifications. It gives the student an understanding of their characteristics, their specific fire and explosion hazards and the regulations under the *British Columbia Fire Code Regulation* governing their handling, storage and use. It describes procedures for inspection for leaks in containers and transfer systems and for abatement of fire hazards associated with leaks and spills, as well as describing the role of other agencies having jurisdiction.

Self-study hours: 60

FPI-11 Fire Prevention Practice

This Block focuses on the practice of fire prevention on a day-to-day basis and the application of fire prevention theory and technical principles to the fire problem in the community. It concludes the in-field part of the course by examining the specific fire prevention activities carried out by the Fire Prevention Inspector. Topics covered include: fire prevention inspections; code enforcement methods; fire safety plans; public education; fire cause determination; duties of an LAFC; legal remedies; judicial aspects of fire prevention activities such as evidence and testimony.

Self-study hours: 60

FPI-12 Fire Prevention Workshop

Hands-on practice inspecting fire detection systems, extinguishing systems and buildings. *Location:* Fire Academy, Justice Institute of British Columbia campus *Prerequisites:* FPI-1 to FPI-11

Duration: 4 days

VOLUNTEER FIRE FIGHTER CERTIFICATION PROGRAM

Volunteer Fire Fighter Certification is formal recognition by the province that a fire fighter has attained a basic proficiency in the subjects identified in the British Columbia Volunteer Fire Fighter Training Standards. The Training Standards define two successive levels at which a fire fighter can become certified - Level I and Level II. This reflects the fact that not all departments require the same equipment. For example, larger ground ladders are covered only in Level II. Depending on the equipment requirements for that department, fire fighters in departments that do not use these ladders can still attain certification in Ground Ladders at Level I. Other subjects, such as Self-Contained Breathing Apparatus, are covered completely in Level I.

CERTIFICATION PROCESS

Accepted applicants receive a Certificate of Enrollment identifying required subjects for either Level I or Level II and a list of subjects currently available in which to be evaluated. All identified subjects require a written test and most subjects also require demonstration of practical skills. Upon successful evaluation of a subject, a subjectidentification sticker is sent to the individual to be affixed to the enrollment certificate in the corresponding subject area.

Certification for Level I can only be attained by successfully completing all 21 subjects identified in the Volunteer Fire Fighter Training Standards as Level I. Level II requires those objectives identified as Level II.

Prerequisites: Valid driver's license conforming to the candidate's fire department policies and with all provincial legislation Subject reference materials are as follows:

- International Fire Service Training Association Manuals (IFSTA)
- Essentials of Fire Fighting (second edition)
- Fire Service Practices for Volunteer and Small Community Fire Departments (sixth edition)
- Edukits developed by the Fire Academy of the Justice Institute.

EDUKITS

Edukits are self-contained training packages consisting of the following:

- Instructional manual
- Accompanying video
- Guidelines for an instructor
- Quiz sheet (in most packages)
- Skills checklist
- Masters for overheads

Each Edukit focuses on a particular subject or skill. The purpose of the Edukits is to enable fire fighters to upgrade their knowledge and skills and to practice a standardized and uniform set of fire fighting procedures. The Edukits have been developed by the Fire Academy.

Subjects

Edukits cover the following subjects:

Apparatus Familiarization explains the functions and operating of pumpers, tankers, aerial apparatus and rescue apparatus and illustrates safe driving practices.

Fire Behaviour covers theory of combustion, the combustion process, phases of fire, combustion products, fire spread and classes of fire.

Ground Ladders (second edition) illustrates the techniques involved in the basic lifts, carries and raises of ground ladders.

Ventilation defines ventilation, explains the reasons for ventilating and illustrates the procedures, decisions, precautions and hazards involved in ventilating a fire in a contained structure.

Self-Contained Breathing Apparatus (second edition) covers types, various models, operation, safety and emergency procedures for self-contained breathing apparatus used in the fire service. It also includes testing and maintenance of equipment.

Small Tools and Equipment shows many tools, both manual and power-operated, used for such tasks as forcible entry, ventilation, salvage and overhaul, rescue and vehicular extrication. This Edukit describes the four main categories of small tools and how to use them: prying tools, cutting tools, lifting and pulling tools and striking tools. It also demonstrates care of tools.

Ropes and Knots describes the basic knots used in the fire service today and their application. Care and maintenance of the various types of ropes are discussed.

Fire Service Orientation and Safety briefly describes the origin of the fire service, its organization and its legal responsibilities. It also identifies the most common causes of injury and describes basic safety procedures.

Extinguishers and Extinguishing Agents covers the basic chemistry of fire, common types of extinguishing agents used in portable extinguishers and the classes of fire on which they would be used. Also covered is operation of each type of extinguisher and it's general care and maintenance.

Fire Streams describes the properties of fire streams, basic terminology, water and foam and methods of handling various sized hoselines.

Fire Hose describes basic hoses and hose handling procedures.

Water Supplies explains the sources of water supply and distribution systems. It discusses hydrant types and maintenance procedures.

Electrical Safety for Fire Fighters covers the basic units of electricity and its effects on the human body. It also describes the major components of an electrical system and their hazards.

Pumps and Pumping describes the purpose of a pump as well as the general principles of pump operation. Also covered are troubleshooting procedures, priming operations and friction loss calculations.

Fire Cause Determination provides a fire fighter level of awareness. The material teaches fire fighters to recognize and observe evidence as well as how to preserve it for investigators. It also teaches fire fighters to recognize relevant indicators that may assist investigators in determining the cause of fire. The Edukit provides guidelines for court appearances.

More Edukits will become available.

Contact the Fire Academy for a complete list.

TRAIN THE TRAINER

EVALUATOR TRAINING

This intensive course on conducting evaluations leads to Certification as a Volunteer Fire Fighter and as a Fire Academy Evaluator for the Volunteer Fire Fighter Certification Program.

Evaluator training is given in a number of separate sessions each of which can be up to five days in duration. Together these segments cover all sections of the Volunteer Fire Fighter Training Standards of British Columbia. An Evaluator is certified in each segment of subjects taken.

Certification is valid for two years. At the end of the two years, the candidate is required to attend a refresher seminar conducted by the Academy. The Director of the Academy may extend certification until the next available refresher course.

Prerequisites:

- Approval of the Fire Chief
- Ability to travel to other departments to conduct evaluations on evenings and/or weekends
- Good physical condition
- Valid First Aid Certificate (SOFA Safety Oriented First Aid) and/or First Responder or better
- Valid B.C. driver's license, Class 3 or better, with air brake endorsement (15)
- Five or more years experience in the volunteer fire service

FIRE ACADEMY COMMUNITY INSTRUCTOR COURSE

This is an intensive five-day course on instructional techniques based at the Fire Academy. It consists of a workshop that involves preparation and delivery of fire fighting training skills. Upon completion of the course, the participant will be able to deliver a shorter version of the same course to Training Officers in the field. Additional course delivery areas may be added. The course provides a substantial practical training experience.

Candidates must provide full protective clothing.

The following qualifications are preferred:

- Minimum 5 years current service in the B.C. fire service
- Training experience
- Active enrollment in the Certification Program
- Experience as an Evaluator in the Certification Program
- Applicant must be willing to provide a minimum of two 2- day instructional techniques programs based on the timetable and materials coordinated by the Fire Academy; this may involve travel to other fire departments. Travel expenses reimbursed by the Fire Academy.

TRAINING TECHNIQUES WORKSHOP

This workshop is delivered by Community Instructors in various locations.

The training techniques workshop will prepare training officers to be effective and efficient in their training program. Upon successful completion of the 2- day workshop the Training Officer will be able to:

- Write a performance objective
- Design a lesson
- Deliver a lesson
- Evaluate student performance

Candidates prepare and deliver several mini-sessions to other members of the class.

The describe/demonstrate/practice/feedback model is the basis of this course. Emphasis is on effective use of Edukits as training aids. Candidates must provide their own full protective clothing and SCBA.

Each class is limited to a maximum of five participants. This allows for hands-on practice instruction by all participants with direct assistance provided by a Fire Academy Community Instructor. These individuals were selected for their expertise in fire fighting skills and instructional experience.

LIAISON OFFICER WORKSHOP

The Liaison Officer acts as the link between the Fire Academy and the Distance Education Program students within each fire department. The Liaison Officer Workshop is designed to familiarize Liaison Officers with their roles. These roles include the following:

- Encourage and support students
- Coordinate fire department admissions
- Assist in registration in a Block Distribute course information Schedule students Complete necessary forms Discuss study hours and schedules
- Expedite admission process Obtain Fire Chief's signature
- Supervise writing of final Block exams
- Organize the learning environment and information flow within the department
- Assist with learning activities

Eligibility Restrictions:

Must be appointed by the Fire Chief.

TUTOR WORKSHOP

The tutors provide educational support directly to the student. Tutors are chosen from both inside and outside the fire service for their expertise in a specific subject area. Fire Academy tutors meet at least once a year to discuss course and tutor issues and to work together on issues relating to the Training and Education Program for the Professional Fire Service in British Columbia (Distance Education Program).

Workshops are held at the Fire Academy and may be augmented by telephone conferences.

JUSTICE INSTITUTE EXTENSION PROGRAMS

Four self-study courses are available through the Extension Programs of the Justice Institute. Basic Fire Science and Dangerous Goods were originally developed for fire service personnel, corresponding to Blocks CO-2 and CO-9 of the Distance Education Program. Basic Fire Science is recommended for corporate managers, safety officers or those considering a career in the fire service. Dangerous Goods is recommended for other service personnel including police, search and rescue teams, utilities staff and private fire protection companies.

Fire Safety at Work is recommended for personnel with responsibilities in fire safety. Electrical Safety for Fire Fighters is recommended for all fire service personnel.

Registrants to distance education courses receive access to a knowledgeable tutor by telephone and correspondence throughout the course. To acknowledge successful completion of the assignments and written examinations for either of these courses, a letter is issued by the Fire Academy.

For further information on the content and format of these courses, contact the Registration Office of the Justice Institute.

Basic Fire Science

The course provides an introductory level study of basic chemical and physical principles underlying fire and dangerous goods behaviour in emergency situations. Topics include subjects such as vapour pressure and combustion, elements of fire suppression and general methods of fire control.

Self-study hours: 40

Dangerous Goods

A series of five self-study booklets present the basic principles of controlling dangerous goods incidents. The course covers legal jurisdictions and relevant legislation that affects safety in storage and transport of dangerous goods. The course discusses the

inherent hazards of dangerous goods, with attention given to how to assess a situation, determine the resources required and take appropriate initial action.

Technical Math

This Block presents basic math skills for fire flow calculations such as volume and surface area. Frequent opportunities for practice in practical situations are provided. Units covered include whole numbers, fractions and decimals, percentages, averages, algebraic equa-

tions, powers and square roots, ratios and proportions and measurements of length, area and volume. It is assumed that the student has basic skills in addition, subtraction, multiplication and division.

Self-study hours: 40

Fire Safety at Work

Designed in the distance education format and developed in cooperation with the Open College component of the Open Learning Agency, this course is intended for employees and supervisors with job responsibilities in fire safety, as well as others with an interest in fire prevention and response. It explores the growing fire safety, the nature of fire, common fuels and ignition sources, hazards for each building type, fire prevention, fire drills and using portable extinguishers and the fire safety plan. After completing the course, students will be able to conduct basic fire prevention inspections, educate other employees on safe ways to respond to fire, lead fire drills and prepare a full fire safety plan for any organization. Students are required to submit four written projects and pass a multiple choice exam to complete the course. Successful candidates will receive a certificate. This course is not designed for

This course is not designed for professional or volunteer fire service personnel.

Self-study hours: 120

FEES AND REFUNDS

Fees are charged for programs taken through extension programs and for some other courses. If a student withdraws from a course with at least 7 working days notice, fees will be refunded, but there will be a \$15.00 charge for administrative costs. If Extension Program students cannot return Block material (Fire Academy books) in unused condition, there will be an additional charge of \$5.00 per booklet.

FIRE EMERGENCY VEHICLE DRIVING

Hazard Avoidance Training (HAT)- Level I

Hazard Avoidance Training (HAT) is a one day course. The main objectives are for the driver to provide space around the vehicle, provide time to respond in traffic and provide visibility for the driver. Fire Academy Instructors have been qualified by the B.C. Safety Council to deliver HAT courses.

Duration: 1 day

Fire Emergency Vehicle Driving- Levels II and III

Developed in cooperation with Pacific Traffic Education Centre. This course teaches special techniques necessary to operate an emergency vehicle safely and effectively. Training emphasizes braking, steering and acceleration under emergency driving conditions. Drivers experience and learn their maximum limitations and capabilities and the maximum limits and capabilities of the

vehicles they operate. *Eligibility:* Candidates must be involved in driving emergency vehicles. Valid B.C. Driver's License with the proper classification and with an air brake endorsement where applicable. *Location:* Boundary Bay

Duration: 1 day each level

DANGEROUS GOODS

Participants apply a model of incident command to control simulated dangerous goods incidents and enhance their knowledge of placarding and labeling, personal protection equipment and an Incident Command System all applied through desktop exercises.

Duration: 2 days

AUTO EXTRICATION

Participants establish command and perform extrication using hand tools. Operations include initial scene survey, vehicle stabilization, glass removal, displacement of steering columns, forcing doors, roof flaps and roof removal. Participants must provide their own protective clothing. Class size is limited to 15 participants.

Duration: 2 days

INCIDENT COMMAND

Participants apply an incident command model adapted from Alan V. Brunacini's Fire Command in desktop exercises. A flow chart and exercise book are used as reference material. This course does not replace CO-10 or CM-7.

Duration: 2 days

ORIENTATION FOR NEW DEPARTMENTS

This program is designed to assist new volunteer fire departments in establishing standard fire fighting procedures and safe and effective practices.

The courses are held at the new department home base Friday evening through Sunday and focus on practicing basic fire fighting skills. Basic instruction is given on fire behaviour, pumps and pumping, controlling fire through proper ventilation, fire service rescue and protective breathing practices and proper utilization of water supplies.

Eligibility Restrictions: Designed for individual fire departments and offered only to newly formed volunteer fire departments recognized by the Fire Commissioner Office.

Required: Basic fire fighting equipment

Contact the Fire Academy for further information.

FIRST RESPONDER TRAIN THE TRAINER

The intent of this program is to prepare emergency responders to deliver First Responder (FR) training in their own departments or agencies. Instructor candidates first qualify as providers and then develop their instructional techniques. Activities include instruction, simulation delivery, evaluation, overhead development and moulage. All candidates must hold current CPR certification. Provider skills include management of traumatic medical and environmental (e.g. hypothermia) emergencies. Development and delivery of this program is in conjunction with Emergency Health Services Academy.

ELIGIBILITY

Only current members of the fire service in British Columbia and related emergency and support service personnel are eligible for admission to regular Fire Academy programs. Fire service means volunteer, paid and industrial fire fighters, Fire Commissioner staff and Fire Academy staff. Specific prerequisites and special eligibility restrictions are noted for each course or program in this calendar. Application forms can be obtained from the Academy.

Registration - Distance Education Program

To be admitted to a course in the Program, a student must meet the following eligibility criteria:

- Full time, paid member of the British Columbia municipal fire department or as identified by the Fire Commissioner and Director
- Attained first-class fire fighter status
- Must submit a completed application for admission bearing the signature of the Fire Chief
- Application approved by the Director of the Fire Academy

The course level at which a student may enter the Program is to be determined locally. The entry level is determined on the application form which must be signed by the Fire Chief.

Registration- Volunteer Certification Program

For admission into the program, the student should obtain an Application for Admission from the Fire Chief and submit a completed copy to the Fire Academy.

Eligibility for Programs - Volunteer Certification

To be admitted to the Program, the fire fighter must be a member of a fire department recognized by the Office of the Fire Commissioner.

The candidate must also possess a valid driver's license conforming to fire department policies and the policies of the Motor Vehicle Act.

Admission into the Program is through the fire department. All admission forms must be signed by the Fire Chief and then by the Director of the Fire Academy.

In some circumstances, Fire Academy programs are held at locations other than the Justice Institute of British Columbia campus. Locations are chosen to accommodate fire service personnel in most areas of the province. Workshops and seminars are held throughout the province and may be presented in each of the following areas:

- Vancouver (JIBC Campus)
- Vancouver Island
- North
- Okanagan
- Interior
- Kootneys

Different locations will be chosen within these areas and will be announced in a bulletin describing the particular program.

STUDENT INFORMATION

ATTENDANCE

When attending a Fire Academy course, the candidate is required to be on time and to attend all classes. Late arrival to class or absence without approval will result in the candidate's return to his or her department. An attendance report will be sent to the candidate's department stating any absence and the reason.

A Senior Academy Officer may excuse a candidate for the following reasons:

- Illness
- Candidate is required to be in court
- Compassionate grounds or urgent personal reasons

A candidate who becomes ill while at the Academy must report the illness to the Fire Academy.

Smoking is not permitted during instruction periods, indoors or outdoors. Lawrence Hall is a designated non-smoking building.

Because of the nature of training involving fire situations and the use of equipment, apparatus, power tools and hydraulic tools it is imperative that students be physically fit and mentally alert. Students who are under the influence of any substance, whether medically prescribed or not, that can impair physical or mental alertness, may not participate.

CANDIDATE ACCOMMODATION AND TRAVEL

Authorized travel, meal and accommodation expenses for fire service personnel attending selected courses at the Academy are reimbursed by the Academy on the following basis.

Outside the GVRD

Travel - Return travel arrangements are made by the candidate. The cost of travel is reimbursed by the Academy, based on the quickest and most economical means. Receipts are required for transportation costs and must be submitted with the student's expense sheet within 30 days after course completion. After 30 days expense claims may not be accepted.

Meals - The Academy provides a per diem meal allowance while attending the Academy.

Telephone - Candidates are reimbursed for one three-minute long distance phone call within the province per week while attending the Academy.

Hotel - Arrangements are made by the Academy only, on a twoperson-per-room basis, paid for directly by the Academy. Please note that hotel rules and regulations shall apply to all Fire Academy course participants. Reservations will be made from the day preceding course start to the morning of the last day of the course. Course participants are requested to remove all personal possessions from their respective rooms on the morning of the last day of the program.

Inside the GVRD

Travel - Candidates using their own vehicles who must travel farther to reach the Justice Institute campus than to reach their workplace are reimbursed for the extra mileage.

Meals - Lunch or a lunch allowance is provided by the Fire Academy.

DRESS REQUIREMENTS

Candidates attending Fire Academy classes must wear their department dress uniforms. For those candidates whose department does not have a uniform, the candidate is required to wear slacks, shirt or sweater (sport shirt is acceptable), socks, shoes and blazer or department jacket.

For any activity involving fire or the use of equipment, full protective turn-out clothing (helmet, jacket, pants, boots and gloves) must be provided by the student.

Generally, candidates are expected to be clean shaven. However, moustaches that do not interfere with breathing apparatus are acceptable. Personnel with beards who are enrolled in an in-field training program or a program which requires wearing SCBA are not allowed to participate in the hands-on portion and will receive no credit for the program.

HEALTH SERVICES

While students are at the Justice Institute necessary health services are available on a referral basis. The health units available for Justice Institute referral are the University of British Columbia Family Practice Unit and Community Health Centre and the Fairmont Family Practice Unit.

PURCHASE OF MATERIALS

The following materials may be purchased from the Academy. Contact the Fire Academy for more information.

Edukits Extra Edukit Videos - 1/2 inch (VHS); 3/4 inch (Beta) - extra Edukit Overheads (on acetate) Additional Distance Education Material: Booklets Copies of Photos for CO-8 Sets of drawings for FPI-3 Risk Management for the Fire Service (book) Binders (specify which binders are required)

LIBRARY SERVICES

Members of recognized fire departments are granted borrowing privileges. A library card is not required. Borrowers are responsible for loss or damage to materials.

The library houses films, videos, slides, books and magazines on public safety and justice topics.

Fire Science topics include:

- Training
- Fire behaviour
- Management
- Disasters and hazardous materials
- Fire prevention and suppression
- Apparatus and equipment
- Extinguishers and extinguishing agents
- Breathing apparatus
- Smoke and ventilation
- Rescue and first aid
- Fire investigation

and others

Audio visual catalogues listing the films, videos and slides are available for \$7.00 prepaid; send order with payment to J.I.B.C. Library.

Materials may be borrowed by mail or in person.

Materials are provided in response to specific requests for information.

Library News, a monthly newsletter mailed to Fire Chiefs, lists new books, magazine articles and audio visual materials.

For further information contact:

Carol Breeden, Assistant Librarian Justice Institute of British Columbia 4198 West 4th Avenue Vancouver, B.C. V6R 4K1

DIPLOMA IN FIRE SERVICES PROGRAM

Purpose of the Program

This program is designed to enable current and aspiring fire services personnel to obtain a recognized Diploma in Fire Services in British Columbia. The program is being offered through the collaboration of the Justice Institute and the Open College component of the Open Learning Agency. The program consists of a fire services core plus a strong liberal arts component.

The fire services core builds a foundational understanding of the theoretical concepts underlying the science of combustion and hazardous materials; the sociological and legal underpinnings of the fire problem at regional and national levels; the legal basis and structure of the fire services within the political and economic context of modern society; and the relation between buildings and human behavior in emergency situations. These technically specialized courses are offered in an open learning format through the Justice Institute.

The liberal arts core is designed to ensure a general education component that will build strong communication skills and encourage an analytical and critical approach to the social, political and economic context in which the modern-day public safety services function. The liberal arts core also builds toward upper-level studies in administration or other fields leading to degree completion. Courses of this type can be accessed through any recognized post-secondary college, institute or university in the province. Students should check with advisors at educational institutions regarding transfer of credit for university courses.

While all the courses are available by distance education, many courses can also be taken at recognized community colleges or universities and can subsequently be transferred through the British Columbia Educational Credit Bank. Students should check with OLA advisors regarding equivalence and transferability of other courses for credit to this diploma. Transcripts of courses already completed through recognized post-secondary institutions can be submitted to the Credit Bank for evaluation of academic credit. Credentials related to core fire services courses will be forwarded to the Justice Institute for assessment. With the involvement of several different educational institutions and an advisory committee consisting of leaders in fire services and education, the Diploma in Fire Services is a true partnership program.

Target Audience

Those most likely to enrol in this program are career and volunteer municipal fire fighters, prospective fire fighters, occupational health and safety personnel and industrial fire service personnel. Others who may also be interested in the program include personnel of the insurance and the fire protection industries, military and airport fire fighters, commercial suppliers and educators in the fire services.

Please note that this program is not intended as a prerequisite to, or practical training for, employment in the fire services. Nevertheless, completion of all or part of this program may be viewed as desirable by some employers.

Design of the Program

In order to complete this program, students are required to earn sixty (60) credits, usually consisting of twenty (20) individual three-credit courses. A listing of suitable Open College, Open University and Justice Institute courses follows. However, acceptable courses from other institutions may substitute for these courses. Consult an advisor to determine equivalence and transferability.

Even though most courses do not have firm or specific prerequisites, suggested prerequisites are given on the following pages in order to help students plan their studies in the most effective manner. All required Justice Institute, Open College and Open University distance education courses are offered on a continuous enrolment basis. (CMPT courses are possible exceptions.)

Admission and Recommended Preparation

An open admission policy applies to Open College and Open University courses for Canadian residents 18 years of age or older or who have completed Grade 12. Applications from other individuals will be reviewed on an individual basis (see the appropriate calendar).

Applications for registration in the core fire services courses should be sent directly to the Justice Institute along with evidence of prior completion of 15 credits of course work, including indicated prerequisites. You should note that secondary school (Grade 12) graduation with a minimum of "C+" standing in Algebra 12, Chemistry 11, English 12 and Physics 11 is the minimum recommended academic background for this program. The Open Learning Agency and other institutions offer preparatory courses.

Some courses require access to personal computer equipment.

After the Diploma

The University of Victoria offers a decentralized Diploma Program in Public Sector Management which yields 36 credits of upper-level university credit. When combined with the Diploma for Fire Services, students graduating from the program would have 96 credits toward the 120 required for the Open University's B.A. in Administrative Studies (Public Sector Management option).

Starting the Program

If you are interested in pursuing this diploma program, contact an OLA Access advisor to plan your program. Although all courses are available in an open learning format through the Open Learning Agency, there are also courses offered through local community colleges and universities that would meet the requirements of the diploma. You will want to check with educational advisors for further details on these alternatives.

OLA Access advisors are available at 1-800-663-9711 or 660-2200. Information on Justice Institute courses is available at 222-7208.

Courses

These courses, or equivalents obtained elsewhere, are required to complete the diploma program. If you plan to enrol in courses other than those listed below, check with an OLA advisor to ensure equivalency.

Suggested prerequisites are identified in [].

(JI) = Justice Institute (OC) = Open College (OU) = Open University

Fire Services Courses

Physics 110 and Chemistry 110 or equivalent must be completed prior to taking FIRE 200. Students must complete 12 credits of course work before begining FIRE 211 & 212. Students must provide the Justice Institute with transcripts or statements of grades documenting required prerequisite completion.

- FIRE 200 (JI): Fire Science 3 credits [CHEM 110 and PHYS 110]
- FIRE 201 (JI): Fire Service Organization 3 credits
- FIRE 211 (JI): Legal Aspects of Fire Protection 3 credits
- FIRE 212 (JI): Life and Fire Safety 3 credits
 - Subtotal: 12 credits

Required Courses

ADMIN 231 (OU):	Introduction to Financial Accounting 3 credits
ENGL 301 (OU):	Practical Writing 3 credits [ENGL 100 & 101: 30 credits]
CMPT 110 (OU):	Computer Concept 3 or 4 credits
CMPT 211 (OU):	Forecasting and Control for Management 3 credits or
CMPT 214 (OU):	Computer Tools for Management 3 credits
MATH 102 (OU):	Introduction to Probability and Statistics 3 credits
	[Algebra 11 or 12] or
	An introductory Statistics course
MATH 101 (OU):	Calculus for Biology and Social Sciences 3 credits
	[Algebra 12]
ECON 200 (OU):	Introduction to Microeconomics 3 credits

PHYS 110 (OU):	Introduction to Physics I 3 credits [Algebra 12 and Physics 11] or An introductory Physics course; alternatives must be university-transferable
CHEM 110 (OU):	Introduction to Chemistry I 3 credits [Algebra 12 and Chemistry 11] or an introductory Chemistry course; alternatives must be university-transferable
	Subtotal: 27 credits

Other General Education Requirements

Two courses of 1st year English (literature/composition):

6 credits e.g.,

ENG 100 (OU), ENGL 101 (OU), ENGL 102 (OU) and ENGL 103 (OU) [English 12].

Two courses of Social Sciences (at least 3 credits at the 200-level): 6 credits e.g.,

Anthropology, Economics, Geography (not Physical Geography), Criminology, Political Science, Psychology, Sociology, Social Sciences.

One course of Humanities (at 200 level) other than English: 3 credits e.g.,

History, HUMN 200 (OU), Philosophy, Religious Studies [ENGL 100 or 102]

Subtotal: 15 credits

Electives

Two unspecified courses (or 6 credits) eligible for transfer to university programs: at least 3 credits must be at the 200-level or higher. Choice of elective courses should be discussed with an academic advisor. Courses from the following areas are acceptable: Education, Business and Administrative Studies, Criminology, Management, Sociology, Psychology, Mathematics, Science.

Subtotal: 6 credits

TOTAL: 60 credits

Please note that as this is a new program, there may be adjustments to program requirements.

ESSENTIAL INFORMATION FOR CANDIDATES WHO WISH TO REGISTER IN THE FIRE SERVICES DIPLOMA PROGRAM

To begin, please complete the following steps in sequence:

1. Read the brochure titled "Diploma in Fire Services Program" or review the section with the same title in the Fire Academy Academic Calendar. This contains essential information about the program. If you do not have this brochure or calendar, contact:

Deputy Director, Fire Academy, Justice Institute of British Columbia at (604) 222-7208 or at 4198 West 4th Avenue, Vancouver, B.C. V6R 4K1.

2. Contact an Open Learning Agency Advisor at 1-800-663-9711 or 660-2200.

Inform your Advisor that you are interested in the Diploma in Fire Services. You will be advised on an appropriate course of action. Whether you take the required courses through the Open Learning Agency (Open College or Open University) or at a local College, it will be to your advantage to discuss your plans with an Advisor and to send a completed "PROGRAM ENTRANT INFORMATION" form to the Open College.

3. When you have completed the prerequisites for the core FIRE courses forward a separate application for the core fire courses to the Justice Institute Fire Academy. This application form, "APPLICATION FOR FIRE SERVICES DIPLOMA PROGRAM CORE FIRE COURSES" must be accompanied by evidence of completion of prerequisites. To do this, send a copy of appropriate transcripts with the application form. The application will not be activated until this information is received. The FIRE core courses are offered in cooperation with Open College course policies. Where contradictions may arise, Justice Institute Fire Academy policy may prevail. The application form may also be used to apply for course by examination.

4. Some of the courses in the Diploma program, as well as any others taken at a recognized post secondary institution, may be transferred into the Training and Education Program for the Professional Fire Service in British Columbia (CO, CM, TO, FPI, AO). Request application "CREDIT TRANSFER TO FIRE ACADEMY DISTANCE EDUCATION PROGRAMS."

COURSE DESCRIPTIONS

Fire 200 Fire Science

Fire Science is the application of scientific principles and methodology to the study of fire phenomena and the prevention and suppression of fire. The course studies the chemical and physical basis for ignition, combustion and fire spread in gases, liquids and solids; the hazards of toxic fire products and dangerous goods; and the technology of fire extinguishment and prevention.

Fire 201 Fire Service Organization

This course studies the relation between federal, provincial and local governments in relation to fire suppression and fire prevention organizations. It reviews Canadian government structure, and the different responsibilities of the various levels and sectors. The issue of emergency planning is used as a case study of the workings of the various levels of government.

Fire 211 Legal Aspects of Fire Protection

Legal Aspects of Fire Protection looks at the legislative basis for fire protection. It studies the justice system, including the legal superstructure that governs the fire service and related agencies and services. Attention is given to the legal roles, rights and responsibilities of members of the fire service, and the management of risk in relation to legal liability.

Fire 212 Life and Fire Safety

This course investigates the relation between human behaviour in panic situations and the design of buildings. Concepts include egress design, occupancies and fire safety plans. The student is introduced to the current debate in the literature on human psychology and social behaviour in emergencies, and theoretical and practical considerations in the design of structures to improve life safety.

FIRE ACADEMY FACULTY/STAFF

PAUL SMITH: Director **IRWIN DeVRIES:** Deputy Director JIM BOND: Program Developer LEN GARIS: Coordinator/Instructor JACKIE GOODWIN: Coordinator/Instructor, Distance Education **DENNIS LEIGH:** Coordinator/Instructor **IACK TYLER:** Coordinator/Instructor CLIFFORD AZAK: Instructor Native Programs **JIM BILLY:** Instructor Native Programs **JAMES WILSON:** Instructor Native Programs ANNE LANGDON: Supervisor, Administrative Services PAT ABERCROMBIE: Program Secretary MARJORY DAHL: Examination Clerk HEGE GLITTENBERG: Page Make-up Technician KAREN LAI: Systems Analyst SHERRI McLENNAN: Delivery Secretary **DENNETTE RETEL:** Registrations Clerk

ADJUNCT FACULTY

Distance Education Tutors

Jim Bond/ Keith Boswell/ Ian Faulkner/ Robert Furlong/ Jackie Goodwin/ Bruce Hall/ Doug Hystad/ Ian Josephson/ Vladimier Konieczny/ Jim LaMorte Hugh McIntyre/ Louise Pohl/ Walter Rosner/ Doug Wade.

Community Instructors

Doug Banks/ Rudy Davelaar/ Peter Defeo/ Wally Dempster/ Robert Dickson Jim Harding/ Rick Jennens/ Merlin Klassen/ Michael LaCarte/ Reg Longhurst Grant Lupton/ Phil Marchant/ Dave Markland/ Kim McLean/ Al McLeod Terry Metcalfe/ Michael Reeves/ Doug Robertson.

Evaluators

Clifford Azak/ Doug Bagshaw/ Doug Banks/ Rick Bentley/ Ron Bernier/ Jim Billy Maurice Boisse/ Walter Boles/ Doug Bucholz/ Lorne Campbell/ James Carachelo Pat Cayen/ Frank Christopher/ Alex Cleghorn/ Pete Crozier/ Rudy Davelaar Norm Dedeluk/ Peter DeFeo/ Bill DelaRonde/ Wally Dempster/ Bob Dickson Steve Dodd/ Dan Dunbar/ Bruce Dundas/ Bill Empey/ Larry Evans/ David Fancy Bob Forsyth/ Leonard Foss/ Len Garis/ Brian George/ Don Gillis/ Andy Grierson Robert Haddow/ Bruce Hall/ Jim Harding/ Jim Harker/ John Haughton Chuck Higgins/ Andy Hutchins/ Rick Jennens/ Blake Jones/ Merlin Klassen Harold Lebourne/ Leo LeCavalier/ Dennis Leigh/ Reg Longhurst/ Larry Lundrigan Grant Lupton/ Ted MacZulat/ Phil Marchant/ Wayne Markel/ David Markland Gord McCleary/ Terrence Metcalfe/ Floyd Monaghan/ Brian Morgan/ Greg Phelps Dale Phillips/ Rick Raynor/ Mike Reeves/ Lyle Roberts/ Doug Robertson Ken Ruddick/ Thomas Sampson/ Dan Schmidtt/ Les Schumacher/ Jack Scott Tom Sheldon/ Brad Shirley/ Ron Simpson/ Kerry Smith/ Ernie Sollid Ken Thomson/ Paul Traynor Jack Tyler/ James Wilson/ Al Withers.



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