TOLEDO FIRE & RESCUE DEPARTMENT

C-86 Remediation Program

Emergency Manual

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Purpose

The remediation program has been established for members of the department who have been identified as needing some remedial training on basic firefighting skills.

Policy/Procedure

1. At all times members will assume personal responsibility for keeping their skills at the level prescribed by the Department of Fire and Rescue's Training Bureau. At all times, Chief and Company Officers will take measures to ensure that their subordinates are correctly trained and will support and enforce standard procedures of operation.

2. Once a problem is identified, all parties involved (Battalion Chief, Company Officer, Firefighter, any witness) must fill out written communications containing a description of the incident(s), any immediate actions that were taken, and any recommendations.

3. The communications will be forwarded to the Training Bureau as a package through the Operations Deputy. If the perceived problem is a safety issue, the member should be immediately removed from line duties.

4. The Deputy Chief of Operations along with the Training staff, will schedule a date for the member in question to report to the Training Bureau for an interview and review of the communications.

5. After conducting an interview, the training staff will establish a specific training program that will meet the needs of the member.

6. The remedial training will be completed over whatever period of time is needed to ensure that the member meets TFRD standards.

7. Once the remedial training is completed, the member may return to line duties. The member will be given a packet containing exercises and drills to be completed over the next 90-day period to assure that the member retains his/her current skill level. At all times, the member is responsible for his/her own training. If the member fails to meet the requirements set forth in this policy, disciplinary procedures will be applied.

8. The packet is to be passed on to the individual's supervisor so that he/she may oversee the specific training concerns of the individual. At all times, the supervisor is responsible for assisting the member in retaining their skills through drills and exercises. If the supervisor fails to meet the requirements set forth in this policy, disciplinary procedures will be applied. The Company Officer is required to make appropriate entries in Crystal Vision after completing exercises or drills contained in the packet.

9. A date will be scheduled by the Training Bureau staff via the Battalion Chief for the member to return to training for a 90-day evaluation. The member is required to bring the issued packet with them when they arrive on the evaluation date.

10. If the member passes the 90-day evaluation, he/she will be sent back to the line with a packet of exercises and drills to continue to work on. The firefighter will be re-evaluated every 90 days until one year has passed since the initial remedial training. At all times both the supervisor and the individual will be held accountable for the completion of the training program.

11. If a member fails any 90-day evaluation, the Company Officer, Battalion Chief, and the Operations Deputy will be informed. The firefighter will be immediately removed from line duties and placed on a 40-hour week for intensive training.

12. By using the Competency Summary Report, recommendations will be made for further training of the individual by the training staff.

See Also:

Permanent link:
https://www.tfrdpolicies.com/dokuwiki/doku.php?id=c_manual:c86

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