



**2021 - 2022**

# Halifax Regional Fire & Emergency Annual Report

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# Message from the Chief

Looking back at the 2021-22 year, the theme of Dedication to our Communities truly underpins the successes and challenges that HRFE faced. I am so proud of the members of HRFE, their dedication to our mission and vision to serve and protect the residents of HRM was clear.

One of the most exciting achievements of this past year was the dedication and launch of the Kjipuktuk - our new Harbour Rescue Fire Boat. I know that the municipality will be well served by this new vessel, which includes year-round firefighting and rescue capability to the harbour.

Despite COVID-19, our department grew. We had 57 volunteer firefighters graduate from volunteer recruit training, and another 41 volunteer recruits sign up to participate in the Spring 2022 recruitment class. At a time when volunteerism is on the decline, we are particularly fortunate to have such community minded new recruits.

Using our new Competency and Equity Program, 40 outstanding individuals graduated and became career firefighters. With over 2081 applications for those 40 full time positions, I am proud and confident in the skills and abilities of our new career complement.

The Auditor released a report on the Fire Prevention program, providing Regional Council and HRFE with a set of recommendations to help improve our program. We immediately started work on these recommendations and received direction to hire eight new Fire Inspectors in the upcoming 2022-23 budget year.

In the year ahead, HRFE will focus on continuing to advance our mission, with the additional recruitment of volunteer and career recruits, as well as advancing the recommendations to improve our Fire Prevention Program.

**Kenneth Stuebing**  
Executive Director, Fire Chief



# WHO WE ARE

## Our Cornerstones



Public Safety  
and Trust



Workplace  
Safety



Performance  
and Brand  
Integrity



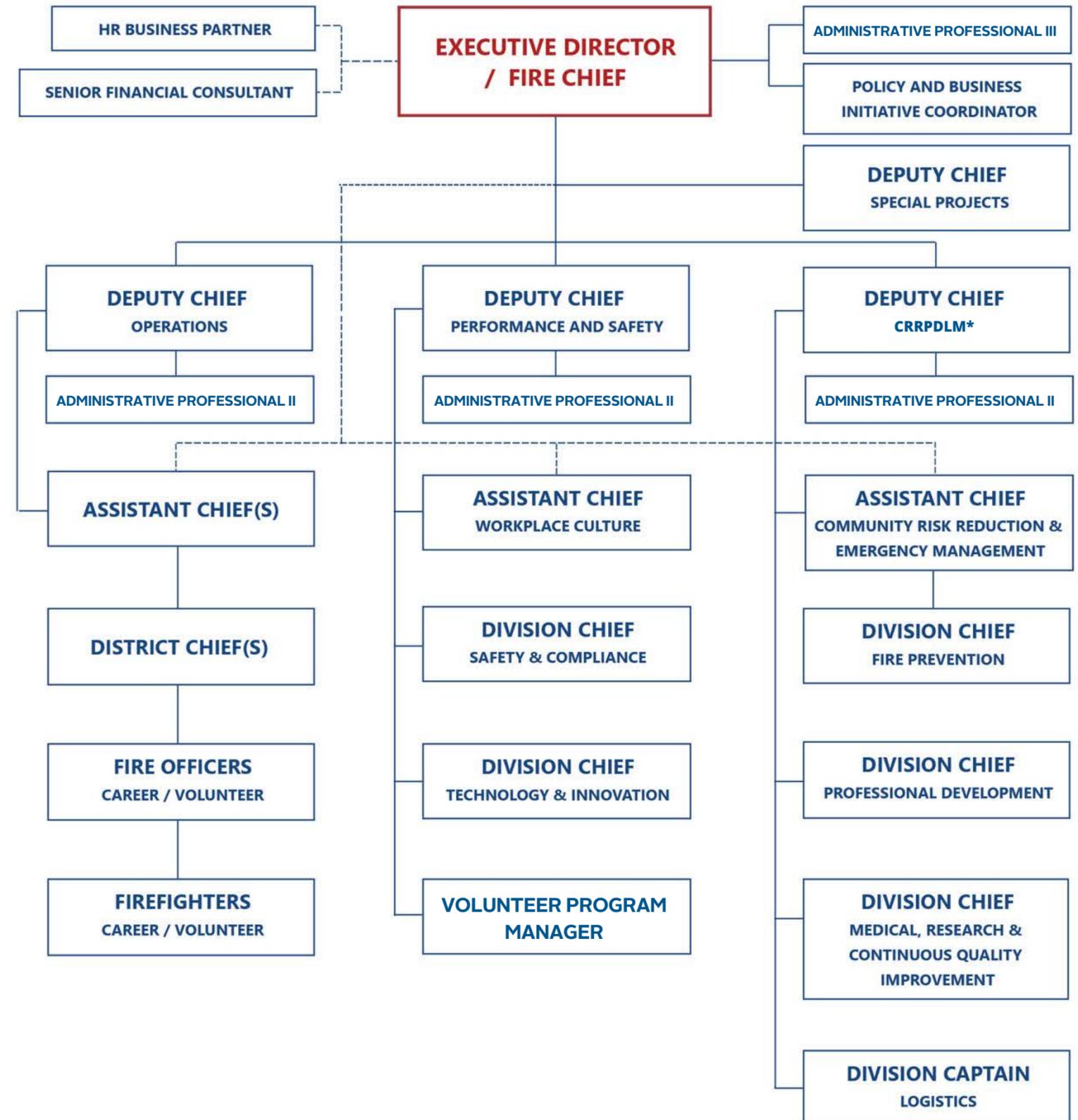
Teamwork  
and Leadership

## Administrative Order 2018 – 006 – OP Respecting Halifax Regional Fire & Emergency

in the Halifax Regional Municipality outlines the types of services that we provide, and the level of service. It also outlines our responsibility for providing Emergency Management coordination, fire prevention, and responsibility as the Local Assistant to the Fire Marshal with respect to inspections, investigations, public education and code enforcement.

The full administrative order as well as E-100 the Emergency Management By-law, and F-100 the Fire Prevention By-law are all available on HRM's website under City Hall documents.

## Organizational Chart



\* Community Risk Reduction, Professional Development, Logistics & Medical

## OUR VISION

Creating a safe community through protection of life, property and environment.

## OUR MISSION

Our members are dedicated to enhancing and preserving quality of life, property and environment through education, leadership, partnerships, and effective response to emergencies to ensure the citizens of HRM live in safe, inclusive and welcoming communities.

## OUR VALUES - SPIRIT

### **SAFETY:**

commitment to a safe community and workplace

### **PRIDE:**

in our performance, the service we provide and the communities we serve

### **INTEGRITY & ACCOUNTABILITY:**

in everything we do, an organization that is trusted by those we serve

### **RESPECT:**

the uniqueness and diversity of others. All our actions and interactions with others reflect on HRFE

### **INNOVATION:**

building a sustainable emergency service strategy for the future and remaining relevant in a changing landscape

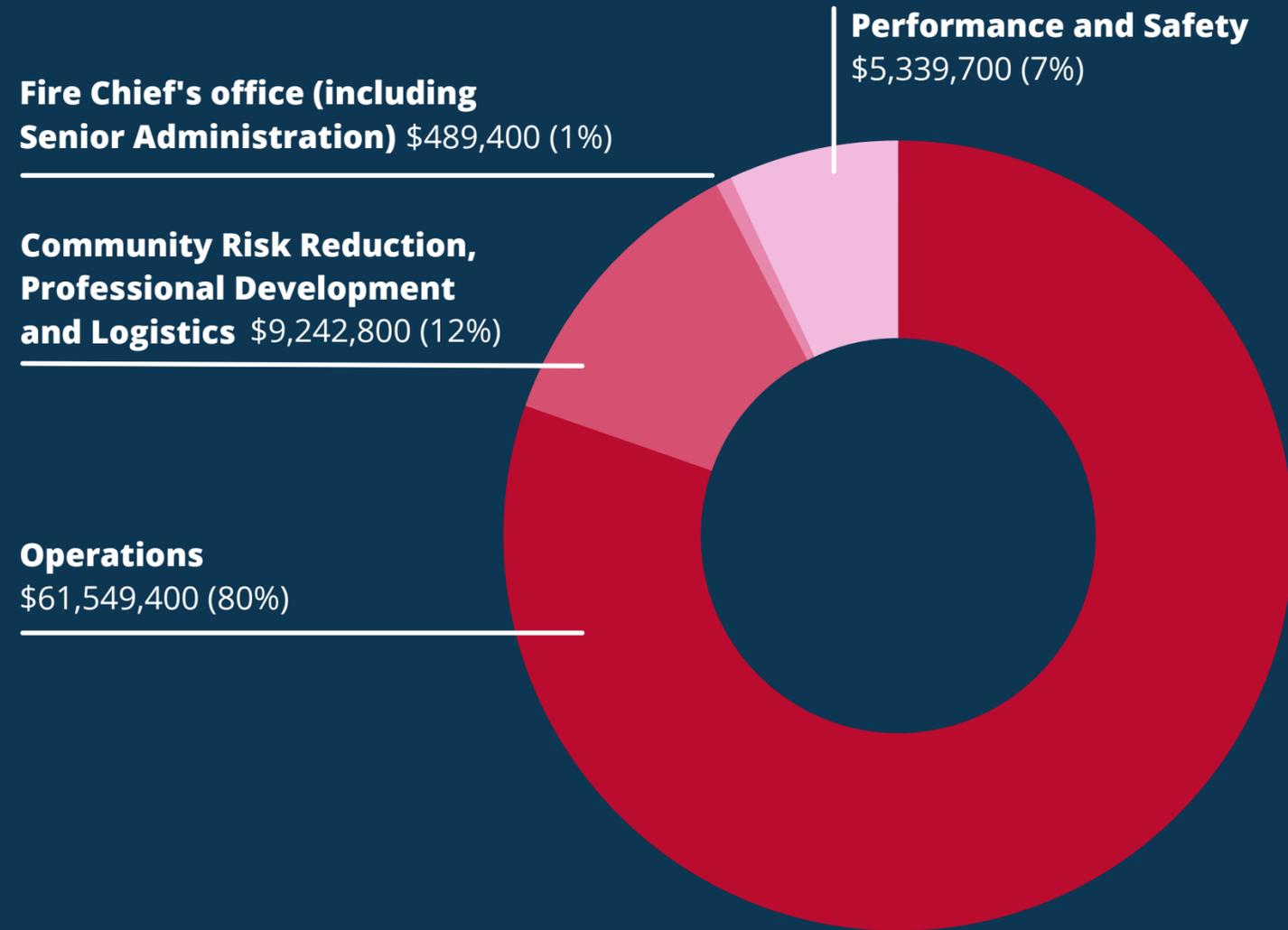
### **TEAMWORK & COMMUNICATION:**

together we are better open, honest, timely and respectful



# TOTAL BUDGET: \$76,621,300

## 2021/22 OPERATING BUDGET BY SERVICE AREA



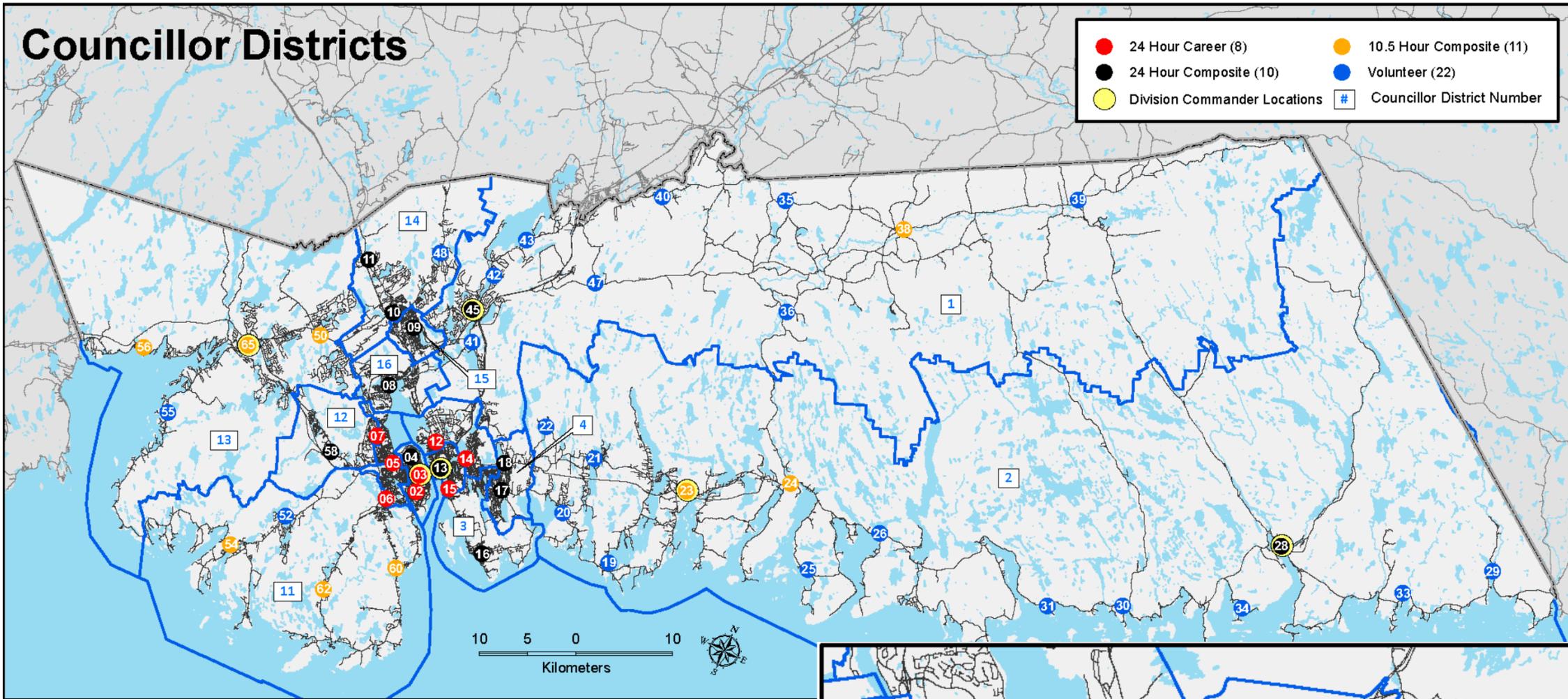
## EXPENDITURES SUMMARY

EXPENDITURES	2020/21	2021/22
Building Costs	\$171,600	\$220,600
Compensation and Benefits	\$68,806,600	\$73,392,200
Equipment & Communications	\$387,100	\$579,600
External Services	\$299,400	\$312,500
Office	\$212,100	\$243,700
Other Fiscal	\$160,300	\$156,300
Other Goods & Services	\$722,900	\$1,032,900
Supplies	\$608,700	\$936,200

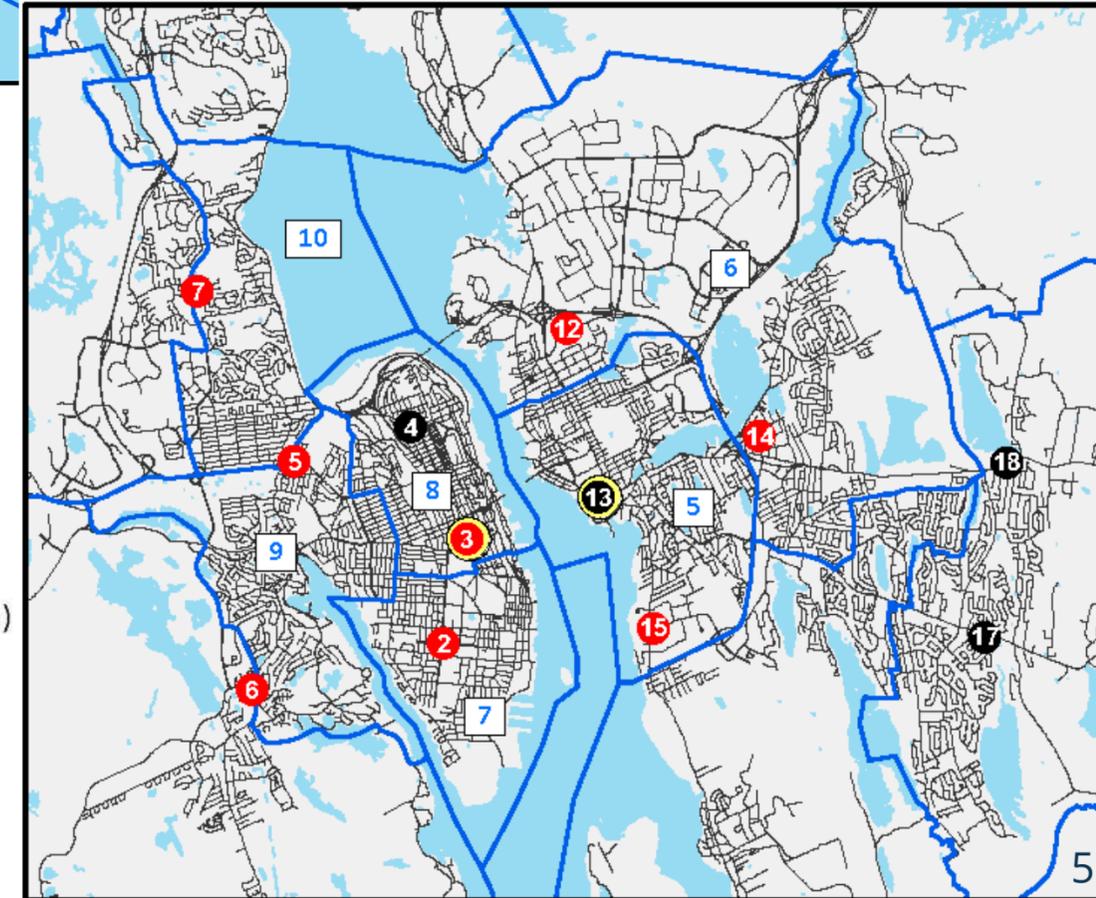
# RESPONSE AREAS

## Incidents By District

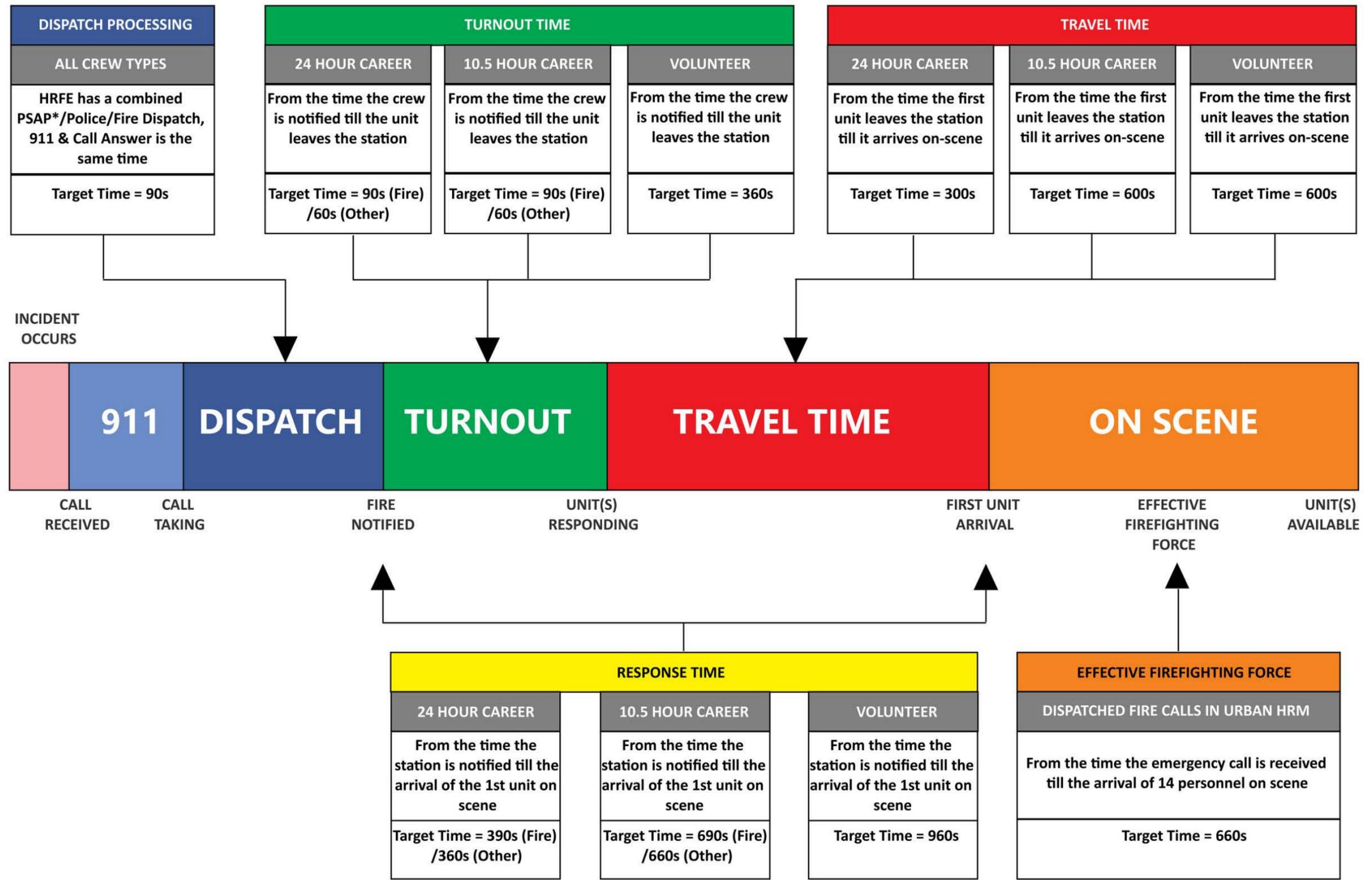
DISTRICT ID	FIRE STATIONS WITHIN DISTRICT	# OF INCIDENTS
1	10	769
2	14	1032
3	1	545
4	2	575
5	2	660
6	2	1010
7	1	1283
8	2	802
9	1	618
10	1	542
11	5	877
12	1	692
13	4	787
14	3	706
15	1	887
16	1	685



- |                      |                                  |                          |
|----------------------|----------------------------------|--------------------------|
| #1 Dartmouth (HQ)    | #19 East Lawrencetown            | #40 Dutch Settlement     |
| #2 Halifax           | #20 Lawrencetown                 | #41 Waverley             |
| #3 Halifax           | #21 Lake Echo                    | #42 Wellington           |
| #4 Halifax           | #22 North Preston                | #43 Grand Lake           |
| #5 Halifax           | #23 Chezzetcook                  | #45 Fall River           |
| #6 Halifax           | #24 Musquodoboit Harbour         | #47 Goffs                |
| #7 Halifax           | #25 Ostrea Lake                  | #48 Beaver Bank          |
| #8 Bedford           | #26 Oyster Pond                  | #50 Hammonds Plains      |
| #9 Lower Sackville   | #28 Sheet Harbour                | #52 Hatchet Lake         |
| #10 Middle Sackville | #29 Moser River                  | #54 Shad Bay             |
| #11 Upper Sackville  | #30 Tangier                      | #55 Seabright            |
| #12 Dartmouth        | #31 East Ship Harbour            | #56 Black Point          |
| #13 Dartmouth        | #33 West Quoddy (Three Harbours) | #58 Timberlea (Lakeside) |
| #14 Dartmouth        | #34 Mushaboom                    | #60 Herring Cove         |
| #15 Dartmouth        | #35 Cooks Brook                  | #63 Sambro               |
| #16 Eastern Passage  | #36 Meaghers Grant               | #65 Upper Tantallon      |
| #17 Cole Harbour     | #38 Middle Musquodoboit          |                          |
| #18 Westphal         | #39 Upper Musquodoboit           |                          |



# EMERGENCY RESPONSE TIME TARGETS



## Did you know

During our service review, Regional Council approved these emergency response time targets. This illustration shows how they are connected and calculated.

\*PSAP refers to "Public Safety Answering Point".

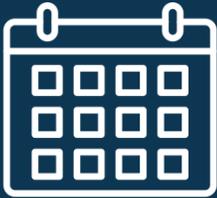


## OPERATIONS

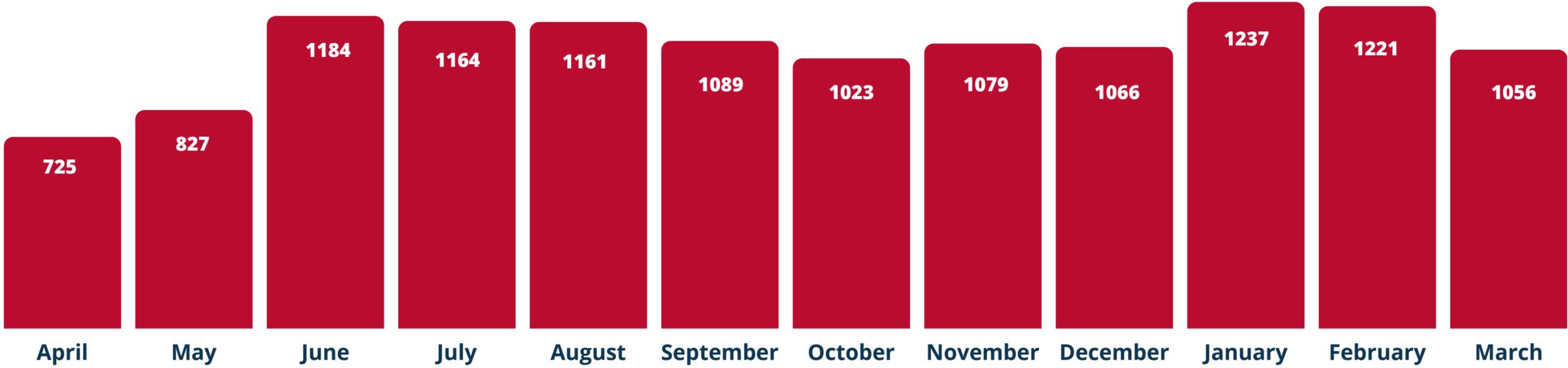
Operations supports council priorities and is the last line of defense, through the provision of emergency response by firefighters, to every part of the municipality operating out of 51 fire stations. They also support the first two lines of defense, through public education and Fire Safety Maintenance Inspections (FSMI).

On July 19th, 2021, a dedication ceremony and smudging was held in person outside the Dartmouth Ferry Terminal, on the Alderney Landing boardwalk with for 'Kjipuktuk (Halifax)', the department's new harbour fire rescue boat. This new boat allows us to provide enhanced year-round firefighting and rescue capabilities, and the ability to be deliver more than 3,000 gallons of water per minute for firefighting. The boat supports Operation's response to incidents in the Halifax Harbour, marinas, nearby islands, as well as the shorelines and buildings along the harbour.

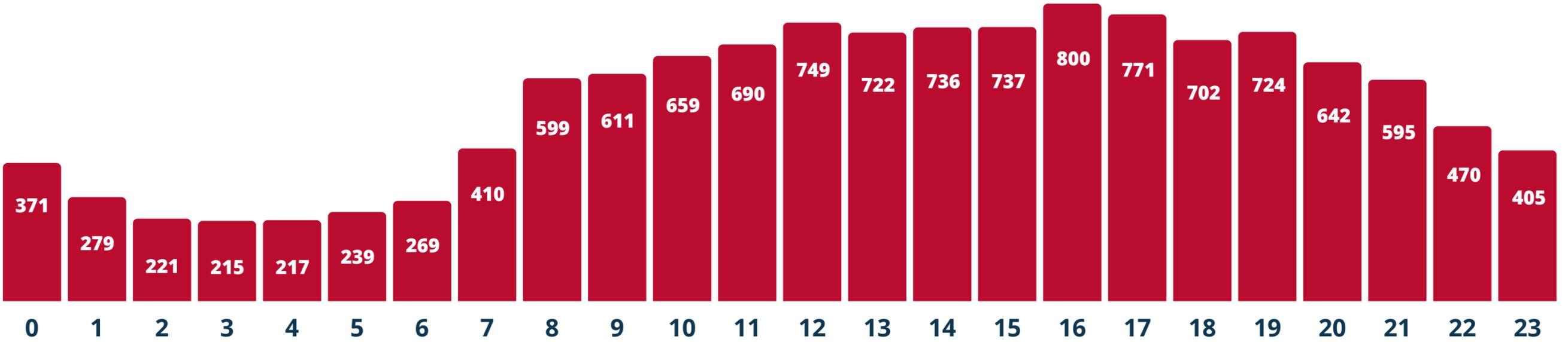
# OPERATIONS - INCIDENT STATISTICS



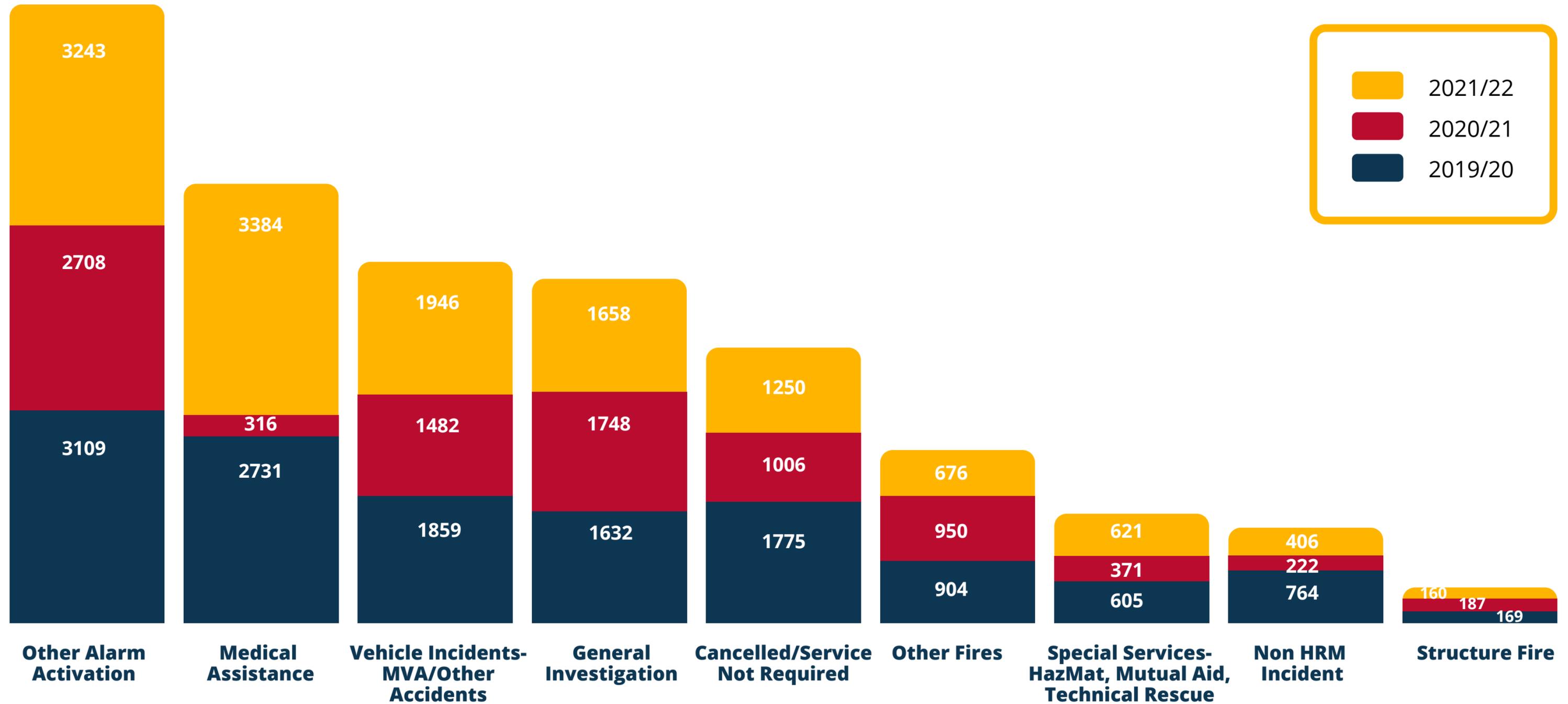
Incidents by month



Incidents by hour

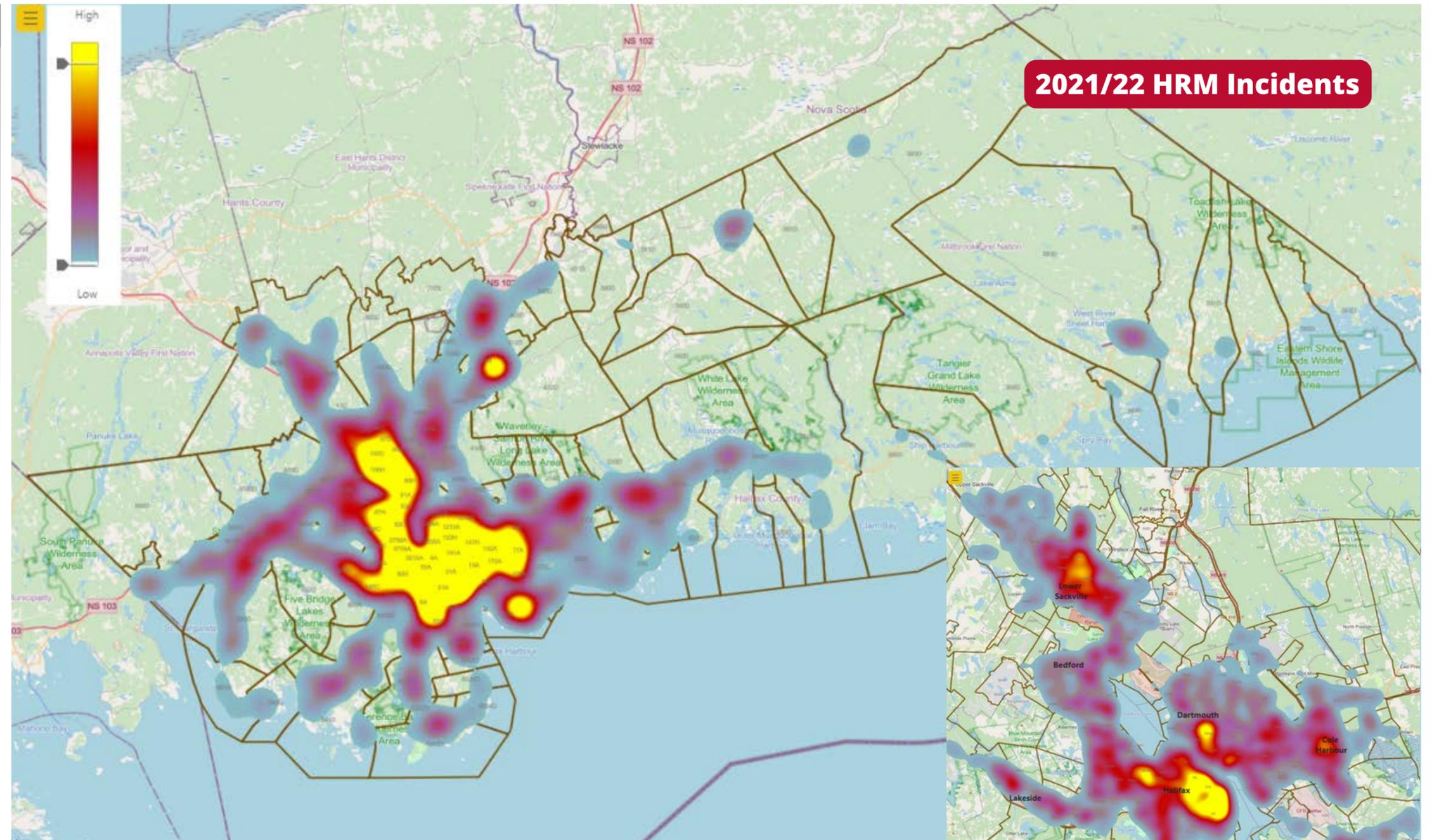


# INCIDENTS BY TYPE / CATEGORY



# INCIDENT HEAT MAP

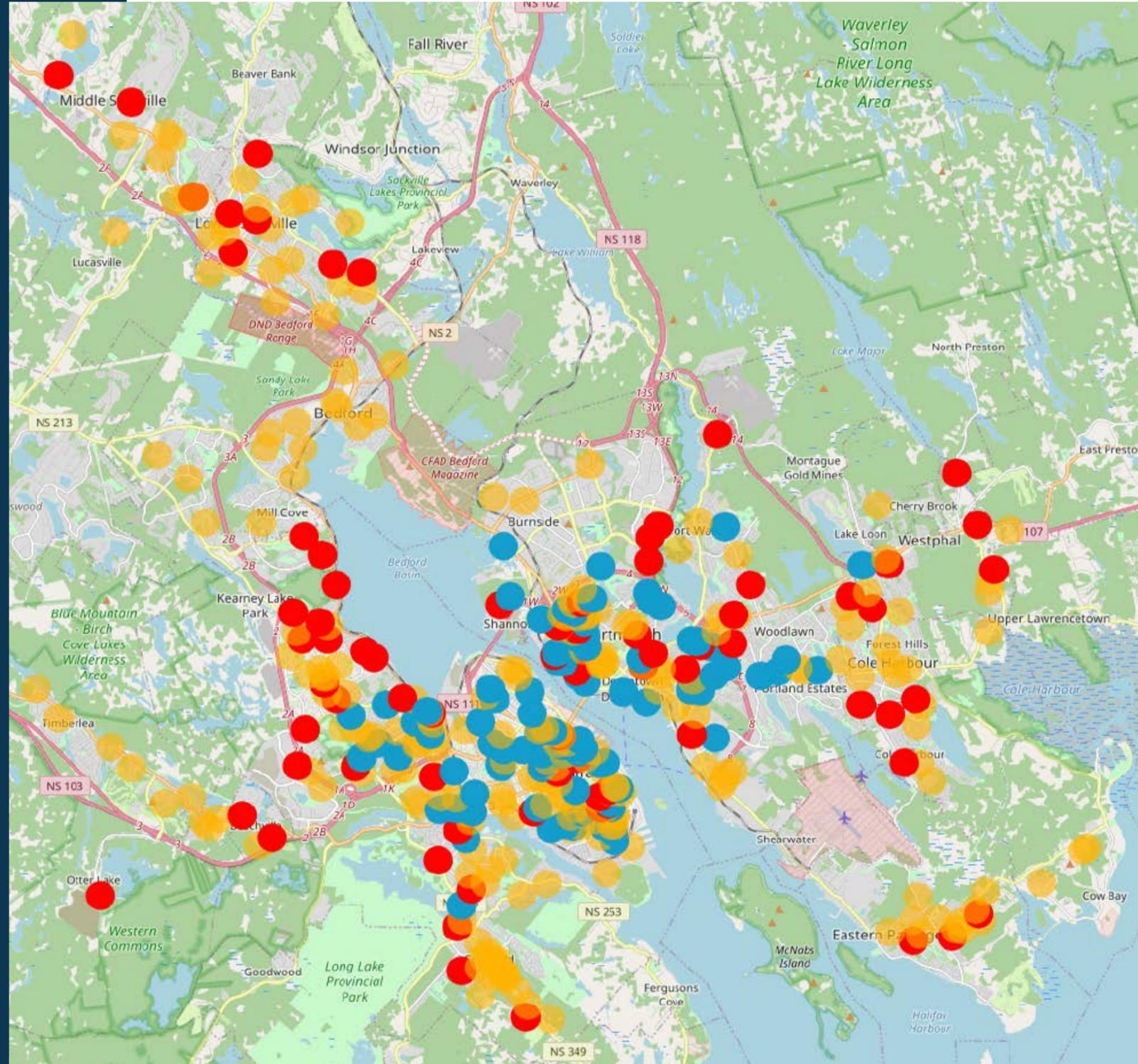
Station #	# of Incidents	Station #	# of Incidents
02	1,055	29	16
03	831	30	19
04	328	31	9
05	562	33	26
06	566	34	12
07	749	35	20
08	614	36	22
09	838	38	64
10	498	39	34
11	128	40	49
12	795	41	77
13	349	42	46
14	427	43	31
15	266	45	143
16	288	47	209
17	547	48	131
18	261	50	289
19	67	52	100
20	89	54	144
21	189	55	125
22	48	56	113
23	261	58	345
24	88	60	116
25	24	62	190
26	85	65	303
28	79	<b>Total</b>	<b>12,665</b>



2021/22 HRM Incidents

2021/22 Division 2/3 Incidents ➔

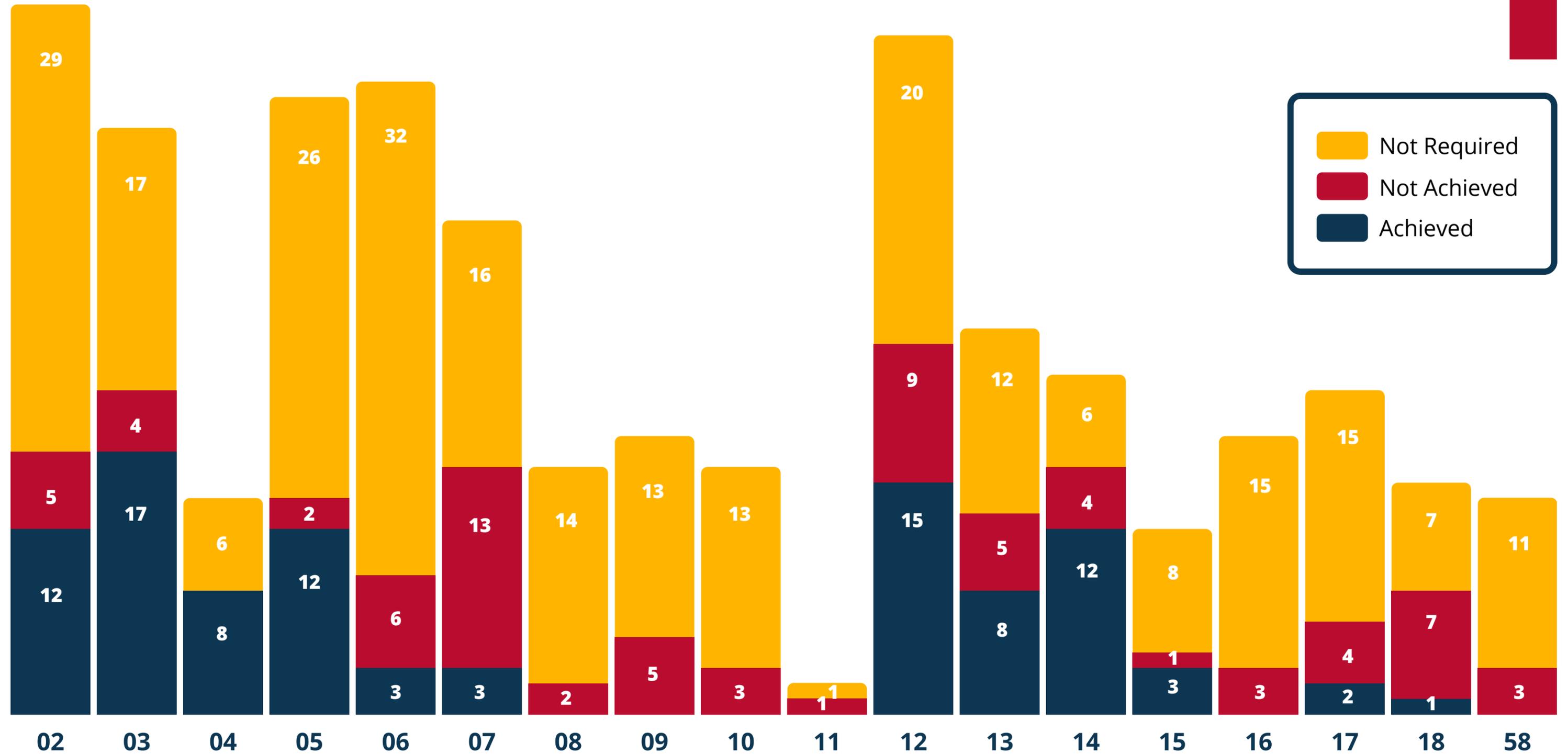
# EFFECTIVE FIREFIGHTING FORCE IN URBAN HRM



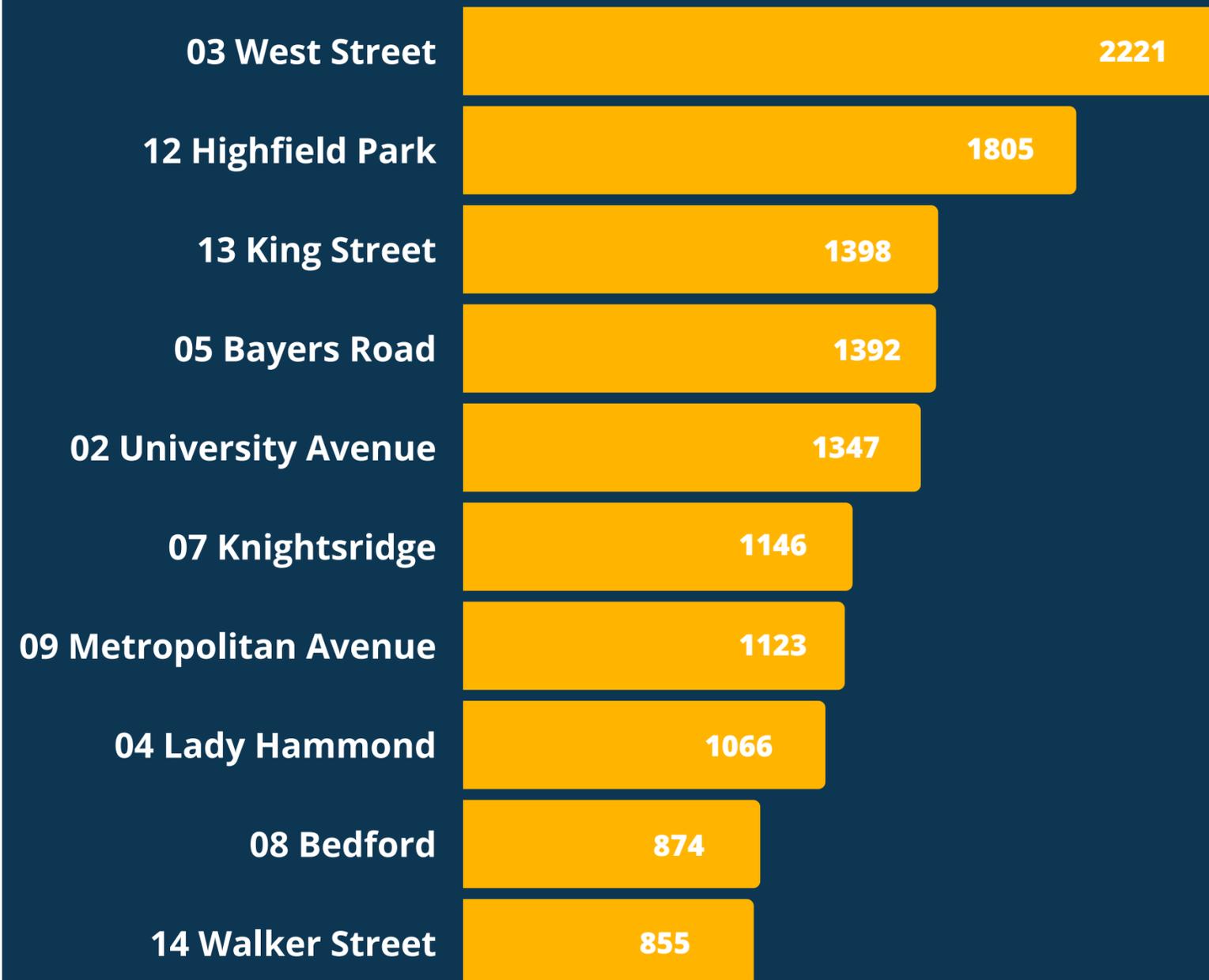
## Effective Firefighting Force Results 2021/22

- Not Required **252**
- Achieved **96** (55.5%)
- Not Achieved **77** (44.5%)

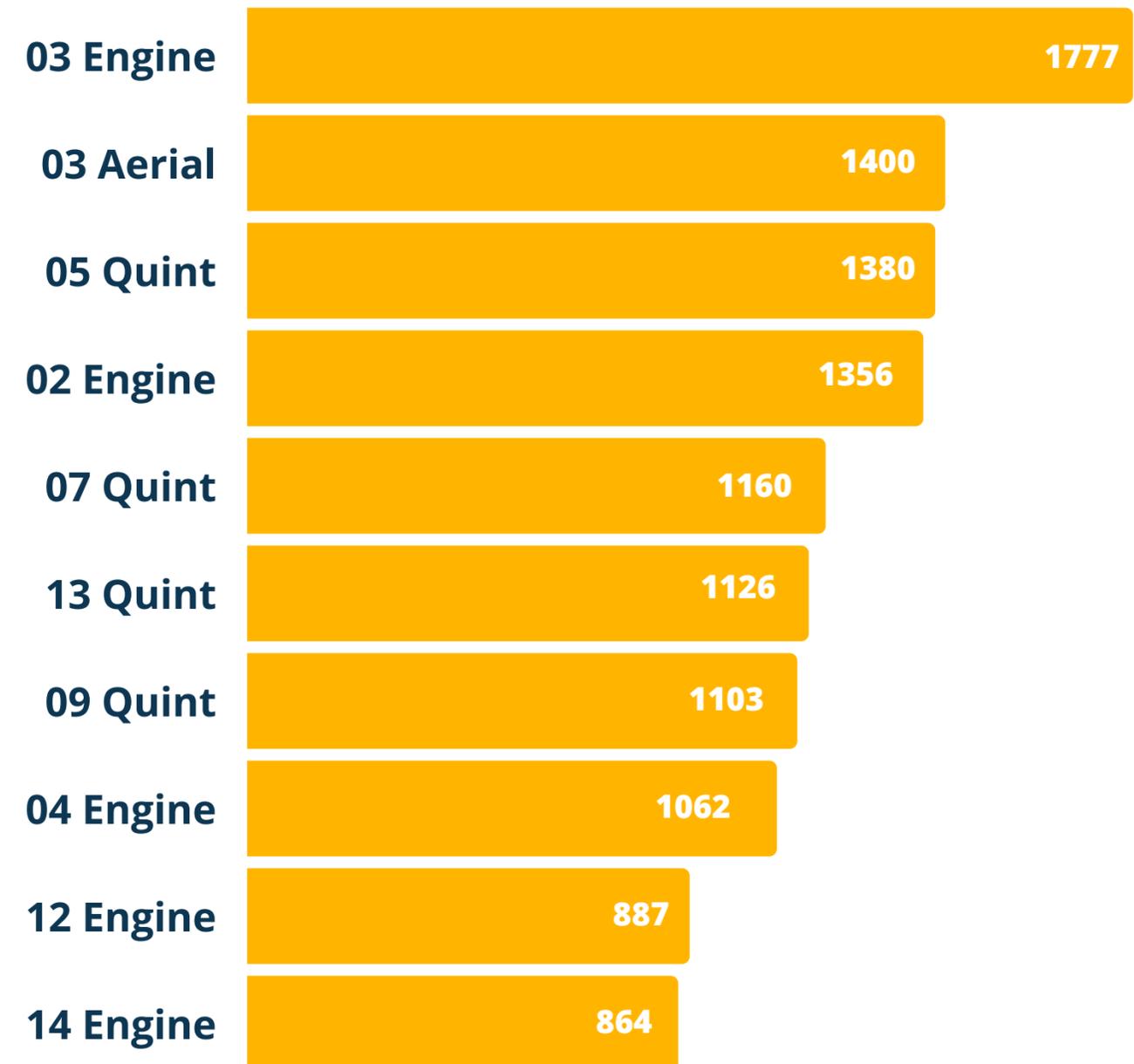
# EFFECTIVE FIREFIGHTING FORCE BY PRIMARY RESPONSE AREA IN URBAN HRM



## 2021/22 TOP 10 BUSIEST STATIONS

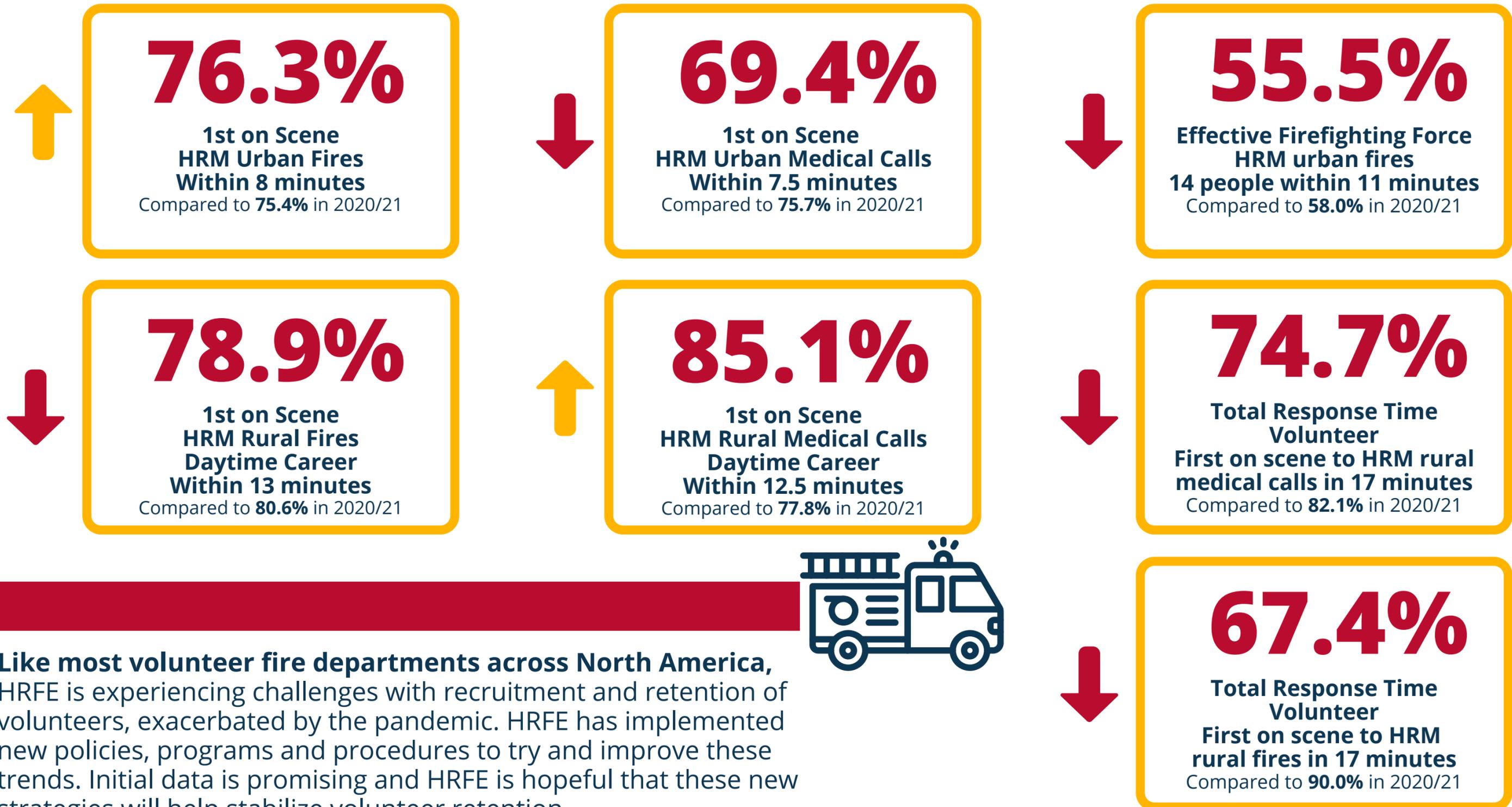


## 2021/22 TOP 10 BUSIEST UNITS



# 2021/22 PERFORMANCE HIGHLIGHTS

HRFE's target is to respond within these time targets, **90% of the time**.



Like most volunteer fire departments across North America, HRFE is experiencing challenges with recruitment and retention of volunteers, exacerbated by the pandemic. HRFE has implemented new policies, programs and procedures to try and improve these trends. Initial data is promising and HRFE is hopeful that these new strategies will help stabilize volunteer retention.



# COMMUNITY RISK REDUCTION, PROFESSIONAL DEVELOPMENT, LOGISTICS & MEDICAL (CRRPDLM)

Community Risk Reduction, Professional Development, Logistics & Medical supports council priorities through the provision of:

- fire and emergency management public safety education and information
- Fire Code inspections and enforcement
- professional development
- logistical services
- emergency management operations for all of HRM.

The division operates from several satellite locations in HRM.

The **Emergency Management (EM) Division** is responsible for planning and coordinate multi-agency/multi-jurisdictional response and the municipality's response to large scale emergencies.

In addition to their regular duties, this year the EM team spent more time supporting the city's response to the growing number of unhoused individuals, particularly during severe weather events. To assist with this, an Assistant Coordinator was added to the team.

# COMMUNITY RISK REDUCTION, PROFESSIONAL DEVELOPMENT, LOGISTICS & MEDICAL (CRRPDLM)

This year **Fire Prevention** developed an Action Plan to meet the 14 recommended goals from the Fire Prevention Audit.

Staff are working on implementing all 14 of the Audit's recommendations. There are two main areas of focus:

- addressing the technology and data concerns; as well as
- implementing a structure change that will include new specialist positions and an increase in staff to increase the amount of inspections the division can complete each year.

Staff from IT, Human Resources and Planning & Development have all been providing assistance and collaborating with HRFE to ensure success. The full action plan was shared with Regional Council and is available on HRM's city hall website.

## Action Plan Areas of Focus

1. Address technology and data concerns

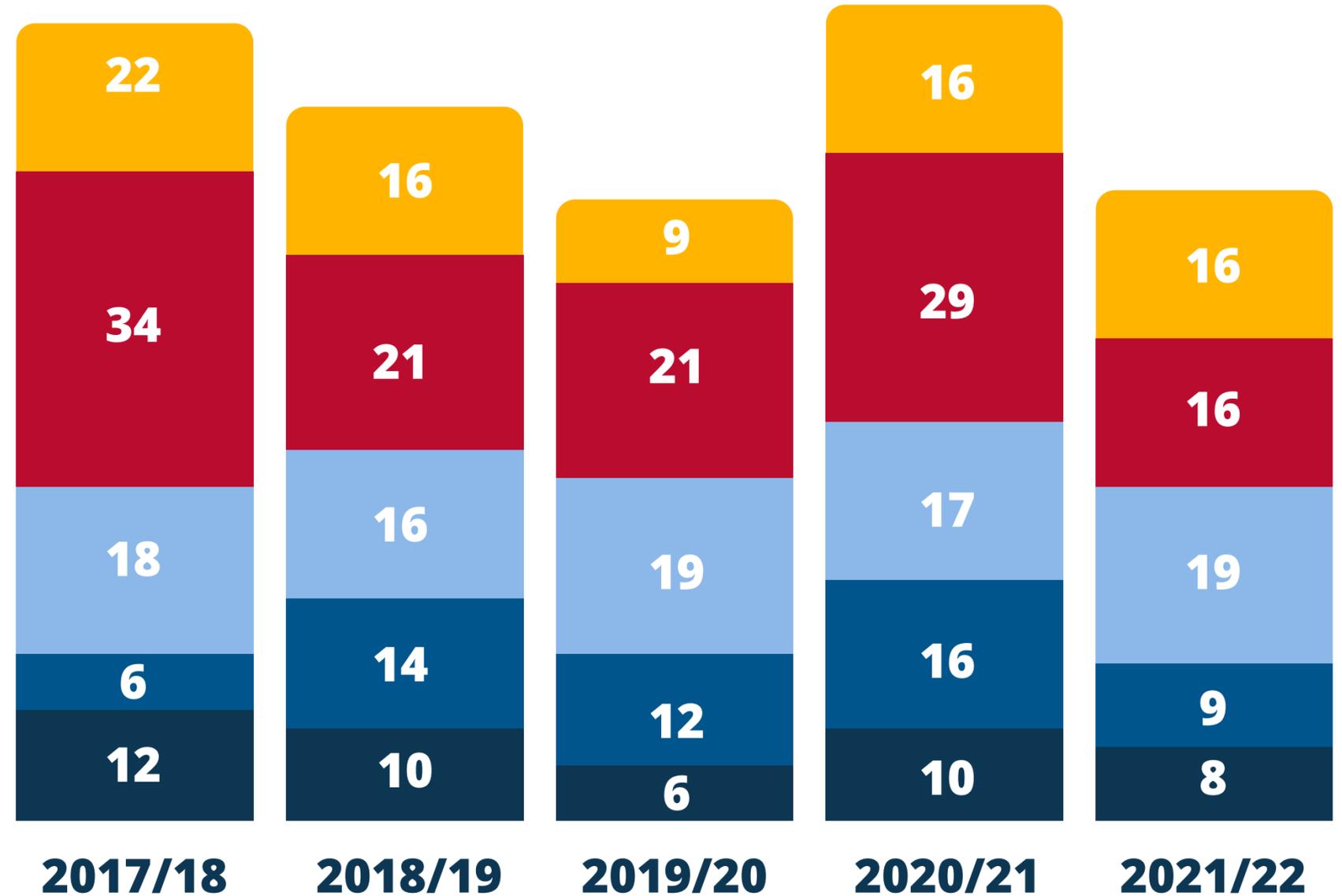


2. Structure change that will include new positions and an increase in staff



# LEADING CAUSES OF STRUCTURE FIRES

Fire Prevention Division - In 2021/22 our Fire Investigators investigated 68 significant fires in buildings.



Improperly stored combustible materials



Incendiary



Electrical failure



Improperly discarded materials, ie cigarettes



Unattended

# FIRE INSPECTIONS

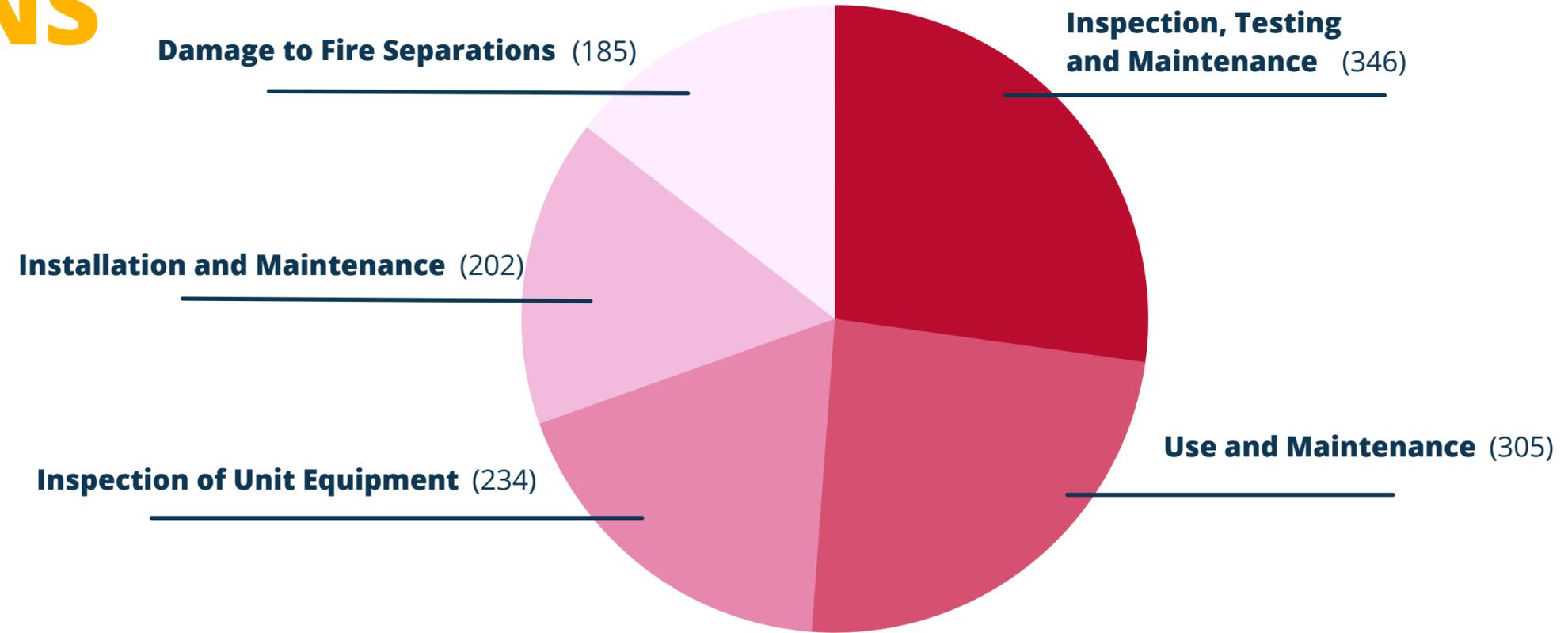
## COMPLETED CASES

A completed case indicates an occupancy was inspected and found to be compliant.

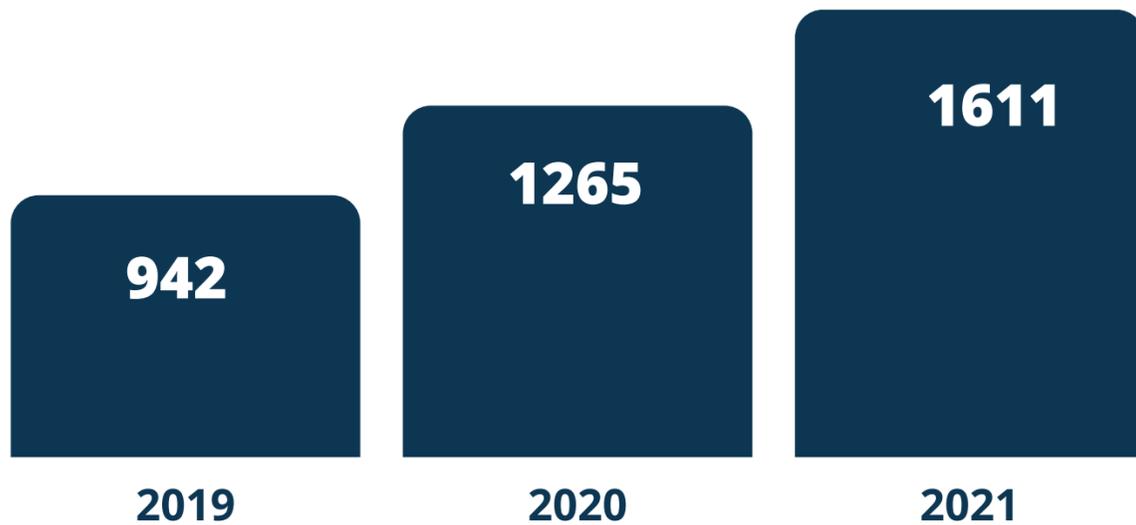
A single case often includes multiple inspections before compliance is reached.



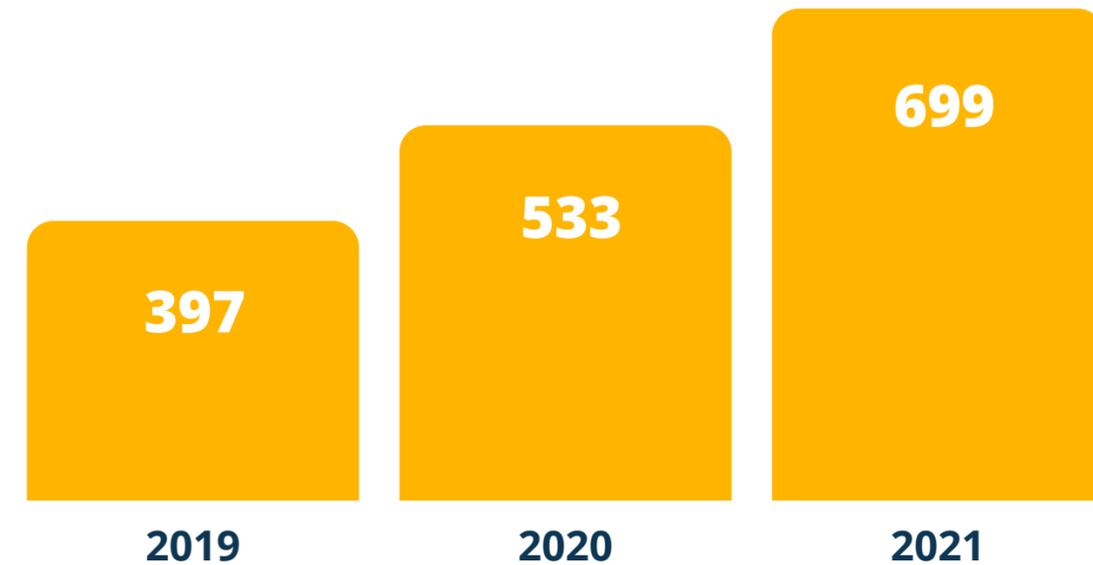
## TOP 5 VIOLATIONS (2021 COMPLETED CASES)



## INSPECTIONS PERFORMED BY YEAR



## NUMBER OF COMPLETED CASES BY YEAR





## **PERFORMANCE & SAFETY**

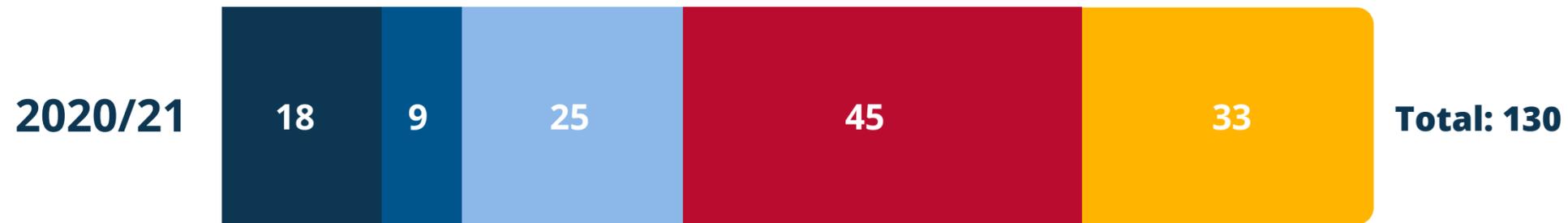
This division supports council priorities through innovative, safe and effective service performance measurement and delivery.

**The Performance & Safety division has four key focus areas:**

- Health & Safety
- Technology & Innovation
- The Volunteer Program
- Diversity & Inclusion/Workplace Culture.

# HRFE WORKPLACE INCIDENT SUMMARY

- Accident
- MVI
- Exposure
- Near Miss
- First Aid



## **MEDICAL, RESEARCH & QUALITY DIVISION**

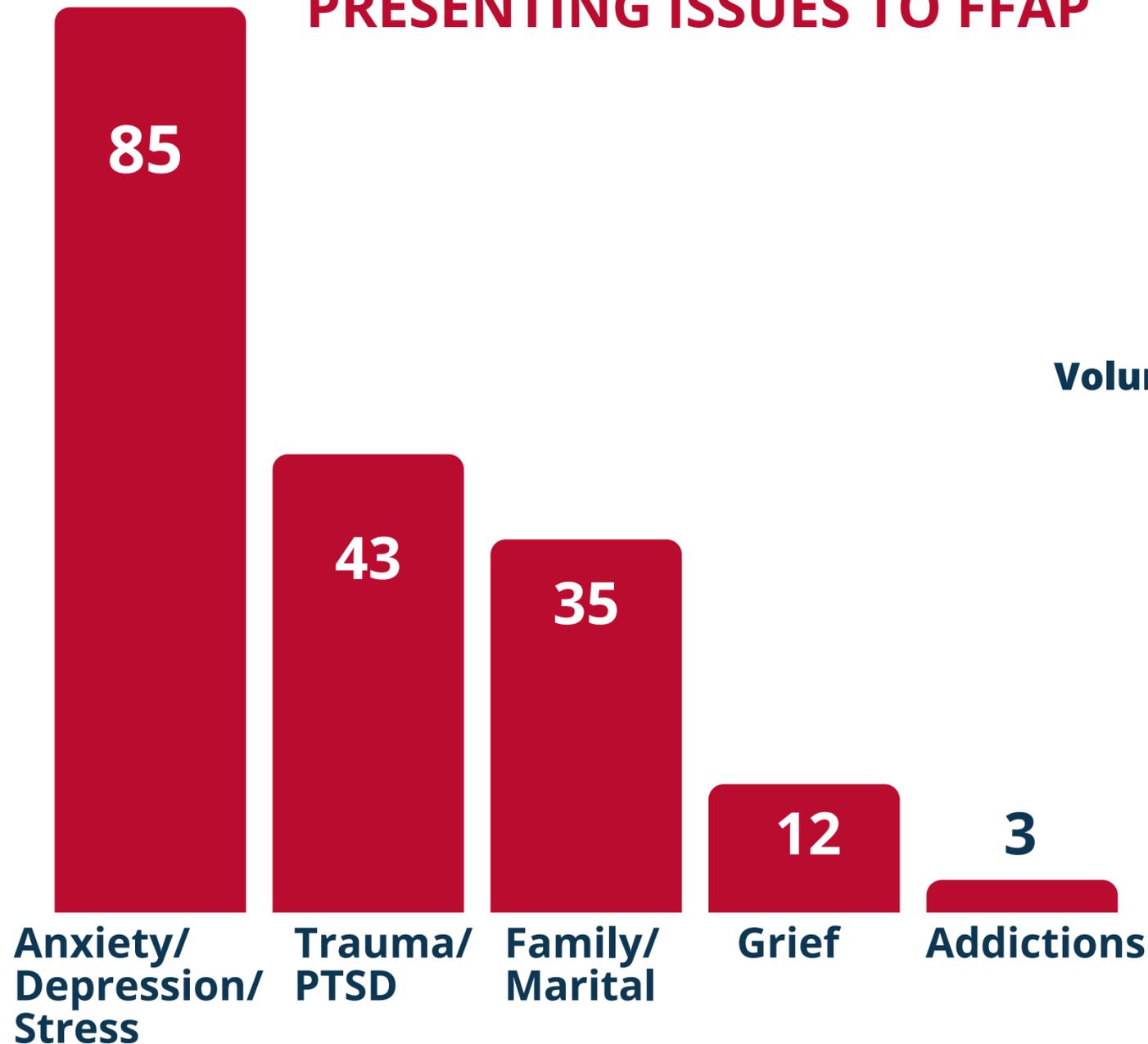
This year, a new position, Division Chief of Medical Quality and Research was added to HRFE. This position is implementing new ways to improve the MFR program within HRFE, primarily by moving to a "professional competency" model and away from a "recertification" model.

This means the program is being redesigned and delivered in a context that respects our crew's professional roles, experience and expertise; practicing continuing education instead of re-education; and focusing on a community of practice that learns from experiences and the sharing of knowledge on a continuous basis.

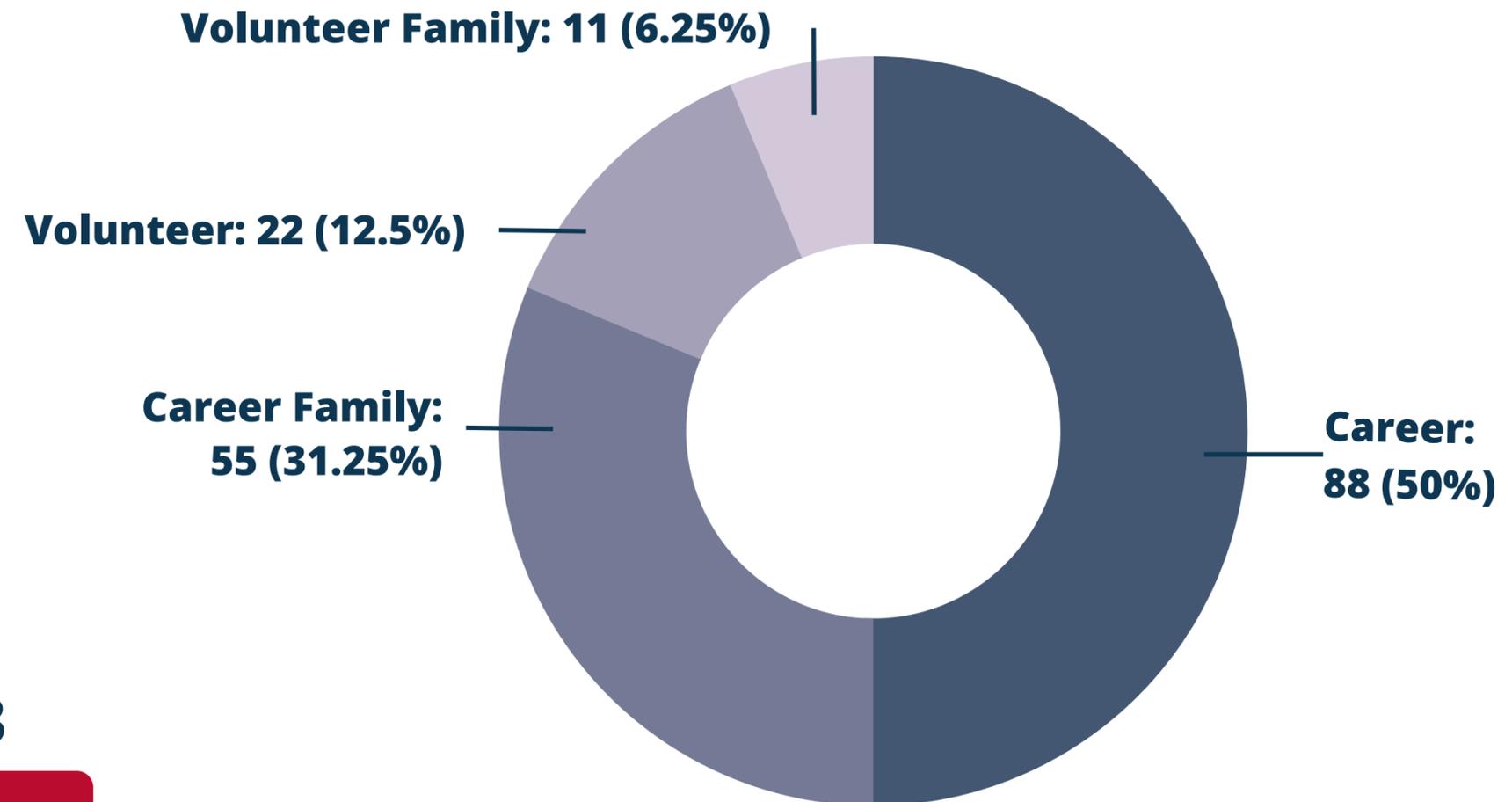


# FIREFIGHTERS AND FAMILY ASSISTANCE PROGRAM (FFAP)

## PRESENTING ISSUES TO FFAP

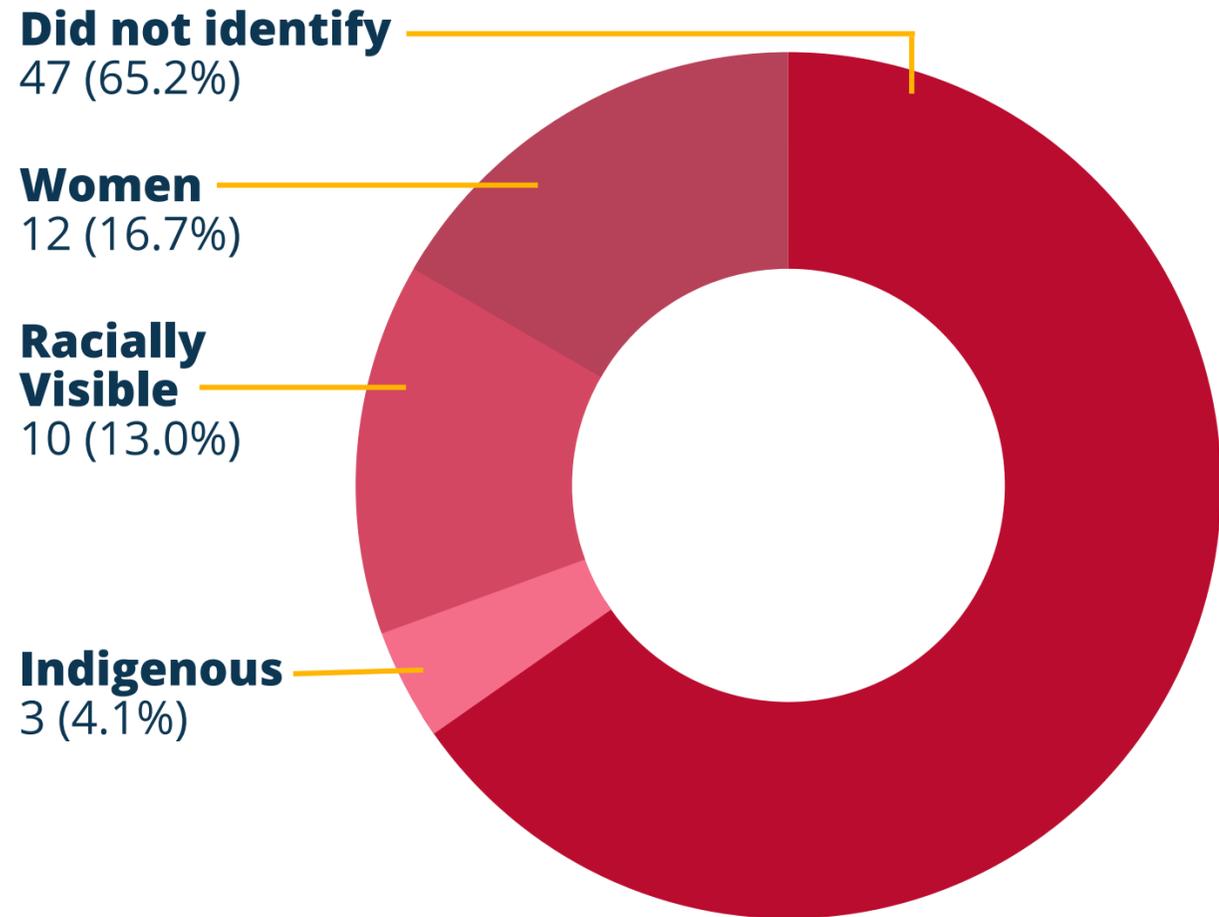


## REFERRALS TO FFAP BY SECTOR



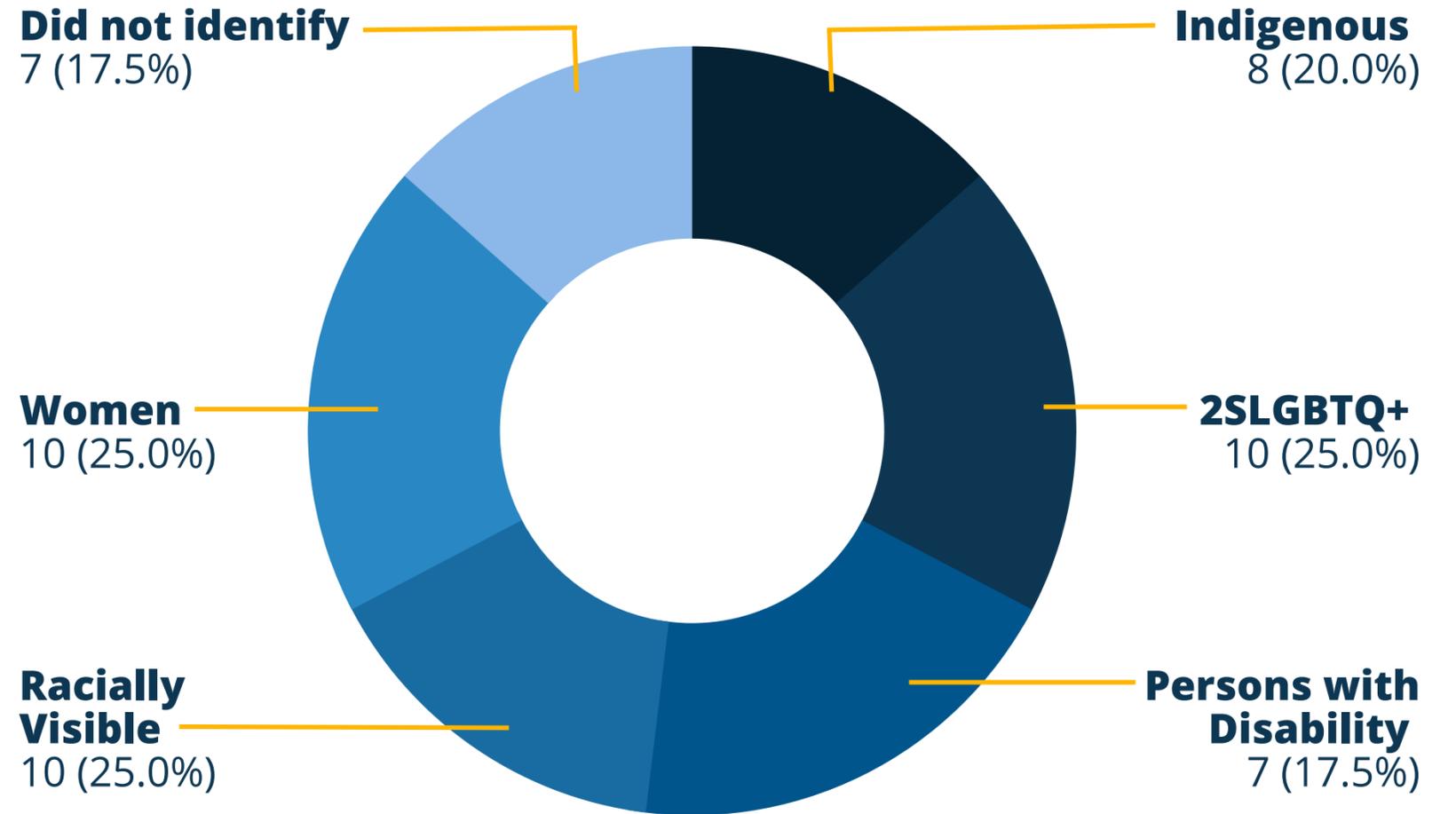
# SELF-IDENTIFIED DIVERSITY OF NEW RECRUITS

## VOLUNTEER RECRUIT TRAINING 72 total graduates



Total under represented\*: 25 (34.7%)

## CAREER RECRUIT TRAINING 40 total graduates

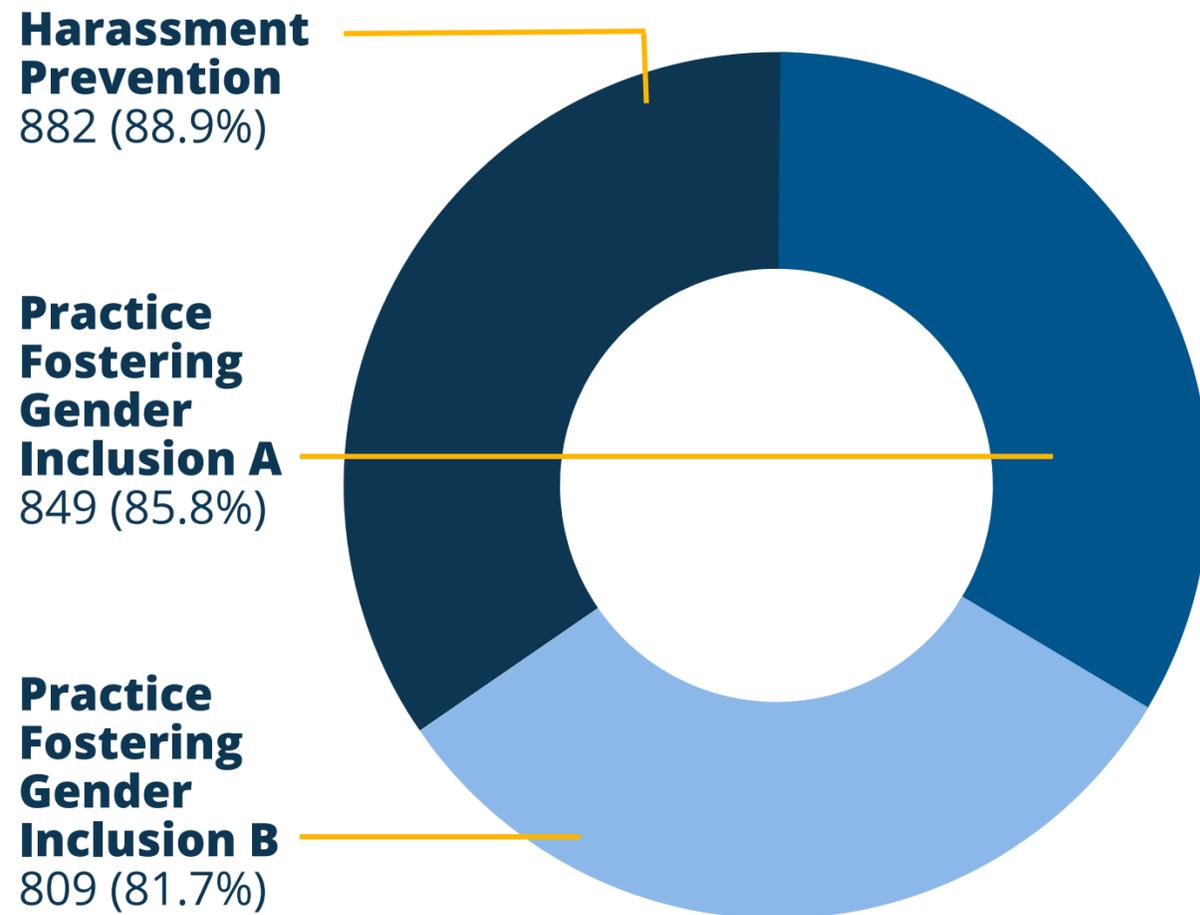


Total under represented\*: 52 (130%)

\*intersectionality unknown

# WORKPLACE CULTURE & INCLUSION ACTIVITIES

## Building a Better Fire Service Training



990 Total members | 846 members have completed all 3 classes  
**85.5% Total Participation**

## Workplace Culture Activity Reports





Would you like to learn more about who we are? Please visit our [website](#). There you can view our cornerstones and values document, as well as HRM's Administrative Order 2018 – 006 – OP Respecting HRFE.

**Follow Halifax Regional Fire & Emergency:**



**Regional Headquarters: 40 Alderney Drive, Suite 302, Dartmouth, N.S., B2Y 2N5**

**Mailing Address:** P.O. Box 1749, Halifax, N.S., B3J 3A5 | **Email:** hrmfire@halifax.ca

**Non-Emergency Phone:** 902.490.5530 or 311 | **Hours of Operation:** 8:30 a.m. – 4:30 p.m.