

**VISION STATEMENT**  
**FIRE CHIEF ALMOND**

*I envision the Township of Uxbridge Fire Department as providing fire suppression, fire prevention and public education, emergency medical services, rescue and hazardous materials response to the People of the Township of Uxbridge. We will accomplish this using the most versatile equipment available, using the latest advancements in technology, and at the most reasonable cost. We would provide these services with members trained in the latest techniques and equipped with the best possible protective equipment and policies to ensure the closest approximation of a hazard-free environment.*

*The Township of Uxbridge Fire Department will consist of a combination of paid/volunteer force of well-trained and highly motivated individuals working as a team to meet the common goals of the Municipality, the department and individuals. Resources would be focused to develop and maintain a high level of quality, dedicated and readiness to perform the duties of the department when called upon to do so. Our compliment will consist of an active Volunteer component of thirty-five to forty-five operational personnel and we will strive for an acceptable waiting list to join our team. Openings for our Career staff will be offered and hopefully filled from our highly skilled and qualified volunteer base. All promotions within the department from the rank of Chief Officers down to A/Captains will be attempted to be filled from within, using our skilled and qualified staff. Wages and benefits would be maintained at a comparable level to our counterparts*

*We will continually obtain the latest and best training tools and techniques and continue to improve our instruction techniques to ensure a human resource development system that would be the envy of the Ontario Fire Service. We will develop and maintain a recruiting system that will constantly keep our establishment of volunteer=s healthy and bulging in numbers with the cream of the available crop. Our Municipality will provide sufficient financial resources and support to equip our department with the best apparatus and equipment available.*

*The Township of Uxbridge Fire Department will always continue to strive for development of our members so that the latest, most innovative management techniques will be practiced in and out of the fire service. We will never be content with the concept that we are there without looking for a better way to perform a task. We will regard change as an opportunity. We will take advantage of all possible educational opportunities, and as such treat them with passion and welcome the use of non-traditional settings; we will do this in an atmosphere of not losing sight of the traditions that shaped our service. We will take advantage of professional consultants and trainers where our expertise falls short.*

*The Township of Uxbridge Fire Department will play a major role in our community in the event of a significant emergency. We will continue to be a responsible and active participant in Regional, Provincial and Federal Fire Service associations, task forces and advisory boards. We will actively provide input that may positively affect for the betterment of the Municipality and the fire service in general. We will take advantage to improve and excel in our abilities to perform our duties, and will constantly maintain an accurate knowledge base concerning the expectations of the department and individuals.*

*We will also look out for our member=s personal and family well-being. Where career opportunities present themselves, we will assist our members to succeed. Where family needs become an issue, we will council and be understanding. Where social opportunities present themselves, we will participate with zeal. Where personal health of body and mind are at stake, we will provide the tools to maintain quality functioning. We will never be accused of not taking advantage of opportunities to improve and excel in our person, our organization, or our community. We will always work together in harmony and constantly maintain open and effective communication channels.*

This is my vision for the Uxbridge Fire Department.

The Uxbridge Firefighters Association  
Master Fire Plan Article

*The history of the **Uxbridge Fire Department** dates back to 1874, when after another significant fire loss, the residents of the town established **The Uxbridge Fire Brigade**, to supply fire protection services to their community. In 1988, after 114 years of service, a bylaw was officially passed establishing an organized fire department. The original members of the **Uxbridge Fire Brigade** recognized right away the importance of a strong social support program, along with providing morale & financial assistance for local organized sports clubs & families in need. By 1996, the members of the **Uxbridge Fire Department** identified the need to separate the voluntary community services they provide from the official duties of the fire department, creating the **Uxbridge Firefighters Association**. In the past, the primary functions of the **association** focused on local charities, little league teams & providing flowers & or donations in the event of firefighters death, with the operational side of the association being responsible for health & welfare benefits for our members.*

*The **Uxbridge Fire Department** completed it's busiest year to date with 489 fire calls in 2005. the dramatic increase in fire calls has each member of this department struggling to find an acceptable balance between work (full time & part time), family lives & other responsibilities. While the **association** remains focused on it's original principles, the evolution of the fire service in this community now requires the **association** to deal with wages & benefits, labour relations, management/ policy changes at the same time attempting to develop a structured framework complete with mission & vision statements to protect each members quality of life. The increase in fire calls has influenced the local economy, discouraging local businesses from employing members of this department, resulting in more members of the department commuting to their jobs outside our township having a direct affect on the attendance of day time fire calls. Although our **association** is not classified as an organized labour group, it moves closer to becoming a bargaining unit for our membership as it continues to strive to maintain standards adopted by other fire departments to ensure the highest quality of service to our citizens. The growing pains that our **association** is experiencing will have a direct impact on future members of the **Uxbridge Fire Department**, the strong foundation created by the firefighters of the **Brigade/Association**, provide the direction & support needed to ensure a positive outcome. We would like to take this opportunity to Thank You for considering our participation in this project.*

Yours truly,

The Uxbridge Firefighters Association