



EASTERN AREA COORDINATION GROUP

Fire Personnel Expectations of Conduct For Deployment

1. *Introduction*

The Eastern Area Coordination Group (EACG) "Expectations of Conduct" have been prepared for personnel who may be deployed on incident assignments.

These expectations establish the obligations of all personnel in relation to assignments in support of emergency incident response efforts.

2. *Purpose*

The purpose of the Expectations of Conduct is to assist those incident personnel deployed to know and understand their obligations and the conduct expected of them.

3. *Principles*

Six major principles underpin the Expectations of Conduct. Incident personnel are expected to:

- (a) Act in accordance with their existing employment arrangements and disciplines;
- (b) Act with a spirit of service to the requesting agency, and concern for the interest of the communities they work with;
- (c) Act with respect for the safety, health, religions, customs and rights of themselves, their colleagues, and the communities they work with;
- (d) Maintain proper standards of personal integrity and conduct.
- (e) Perform their duties as representatives of their Agency efficiently and effectively, and with utmost professionalism.
- (f) Participate as a team player for the benefit of the assignment as a whole.

4. Responsibilities of Personnel

- a) Personnel who are accepting an assignment must accept these Expectations of Conduct as part of the selection process. Each person will be expected to comply with these standards.
- b) Personnel will be required to carry out their assignment in an efficient and competent manner.
- c) Personnel will not seek assignments for which they are not deemed competent.
- d) They are to avoid conduct that might impair their fitness for duty.
- e) Personnel will be required to follow established shifts as identified in the Incident Action Plan, or other direction. In addition to direct and indirect attack fire fighting tasks, work could involve mop up, patrol or rehabilitation.
- f) Personnel will be required to carry out the work assignment as tasked until the position is declared surplus and will accept allocated assignments.
- g) Personnel will be required to be familiar with the incident management system, incident terminology and work standards. Relevant reference material will be provided by as needed.
- h) All incident issues or disputes will be dealt with by the host agency or management team. Personnel must follow chain of command and should not deal directly through their employers in their home base.
- i) Personnel will be required to attend briefings, including safety, prior to going on shift.

5. Expectations of Personal Conduct

- (a) Personnel are expected to maintain appropriate standards of personal conduct while at the workplace, incident camp, or accommodation sites.
- (b) Personnel are expected to ensure that their personal conduct outside the workplace and while in transit, on Rest & Recreation does not affect their fitness for duty, or reflect discredit on their own agency.
- (c) Conduct which is considered unacceptable includes:
 - (i) Use of illegal drugs while on this deployment.
 - (ii) Consumption of alcoholic beverage that renders the employee not fit for duty or beyond the legal limit for that location.

- (iii) Discrimination on the basis of race, color, religion, sex, national origin, age, physical or mental disability, retaliation (participation and/or opposition), sexual orientation, political beliefs and marital and/or family status.
- (iv) Falsifying records and/or giving false information.
- (v) Driving while under the influence of any alcoholic beverage or legal or illegal drugs that impairs their ability to perform duties.
- (vi) Making statements or gestures to any colleagues that are derogatory, insulting or otherwise abusive. Making inappropriate comments to the media, governing bodies, co-workers or public.
- (vii) Refusal or failure to follow reasonable instructions from overhead personnel.
- (viii) Unauthorized use or misuse of vehicles.
- (ix) Failure to follow the “chain of command” and abide by “reasonable” instructions.
- (x) Raucous, aggressive, or destructive behaviour.

6. Media

- (a) Personnel will not discuss incident issues unless they are authorized to do so by the incident commander or have been cleared through chain of command at the appropriate level to do so.
- (b) Personnel will not discuss deployment issues with, or provide information to, the media without prior approval of the jurisdictional agency.

7. Managing Misconduct

The process for managing misconduct will be as follows:

The IC, in coordination and consultation with Regional and Field Liaisons and fire managers, will determine if the information concerning any misconduct is sufficient to result in the demobilization of any personnel. If an individual is released for misconduct, every effort will be made to charge the resulting demobilization travel costs to the individual’s home unit. An individual is entitled to be returned back to point of hire. Phone calls and written follow-up to the home agency administrator will be completed by appropriate incident personnel. Any further action will follow the individual’s home unit policies.