

FW: for Action: After Action Reviews

From: Mackay, Diane FLNR:EX <diane.mackay@gov.bc.ca>, Mackay, Diane FLNR:EX <diane.mackay@gov.bc.ca>
To: Pawlick, Aaron FLNR:EX <Aaron.Pawlick@gov.bc.ca>
Sent: November 14, 2018 at 11:07:39 AM Pacific Standard Time
Attachments: image008.png, image013.png, image004.png, image006.png, image016.png, image019.png, image020.png, image011.jpg, image005.png, image015.jpg, image002.png, image014.png, image010.jpg, image012.png, image009.png, image001.png, image007.png, Copy of AAR Tracking - 2017 and 2018.xlsx

I should have cc'd you, as you & your staff are likely looking at this type of information as well.



Diane Mackay

Fire Centre Manager, Northwest Fire Centre
BC Wildfire Service | Ministry of Forests, Lands, Natural
Resource Operations & Rural Development
Phone: 250 847-6612 | Cell: 250 847-0635
*Report Wildfires: 1 800 663-5555 or *5555*



From: Mackay, Diane FLNR:EX
Sent: Wednesday, November 14, 2018 9:17 AM
To: Loski, Carol FLNR:EX
Subject: FW: for Action: After Action Reviews

Here you go Carol, my apologies for being late!



Diane Mackay

Fire Centre Manager, Northwest Fire Centre
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Phone: 250 847-6612 | Cell: 250 847-0635
*Report Wildfires: 1 800 663-5555 or *5555*



From: Bartos, Carolyn FLNR:EX
Sent: Tuesday, November 13, 2018 4:32 PM
To: Mackay, Diane FLNR:EX; Chapman, Ryan W FLNR:EX
Subject: RE: for Action: After Action Reviews

Diane,

I have not added Carol Loski to the email list, in case you want to get your eyes on it first.

Carolyn

From: Mackay, Diane FLNR:EX
Sent: Tuesday, November 13, 2018 9:02 AM
To: Bartos, Carolyn FLNR:EX; Chapman, Ryan W FLNR:EX
Subject: FW: for Action: After Action Reviews

I have already missed the due date, as I didn't read the email until this morning. This would include any of our debriefs, so I am assuming the IMT debriefs, zone debriefs, and fire centre all staff meeting.

Carolyn – can you work with Ryan getting it into this tracking sheet? We should try to get it to Carol Loski as soon as possible.

Thanks.



Diane Mackay

Fire Centre Manager, Northwest Fire Centre
BC Wildfire Service | Ministry of Forests, Lands, Natural
Resource Operations & Rural Development
Phone: 250 847-6612 | Cell: 250 847-0635
*Report Wildfires: 1 800 663-5555 or *5555*



From: Loski, Carol FLNR:EX

Sent: Wednesday, November 7, 2018 2:29 PM

To: FLNR BCWS Deputy Fire Centre Managers; FLNR BCWS Fire Centre Managers; FLNR BCWS HQ Managers

Subject: for Action: After Action Reviews

Hello, as part of the work that is being undertaken to implementation of the Chapman/Abbott recommendations, all ministries have been asked to provide a list of After Action Reviews and/or Debriefs (excluding safety reviews), related to the 2017 and 2018 flood and fire seasons.

Please fill out the attached spreadsheet for all AARs completed in your area related to the 2017 and 2018 fire seasons. Please include those that are completed and/or currently underway.

- As many AARs can include more than one FC, please fill out the info if your area was the primary coordinator.
- If you/your staff were asked to participate in an externally coordinated AAR, please include that information as well (e.g. local authority, FN).
- I've attached an excel spreadsheet to assist with compiling this information.
- We would like to compile a central repository of AARs and providing the link or location to the file is a key component of this.
- If you wish to add additional columns, please do so at the end so I can easily cut and paste.

Please forward the spreadsheets back to me by Friday at noon (apologies for the tight timeline, assuming this is a simple task)

If you have any questions, please call me.

Thanks, Carol



Carol Loski

BC Wildfire Service | Ministry of Forests, Lands, Natural Resource Operations and
Rural Development
Phone: 250 387-5782 | Cell: 778 679-2805
*Report Wildfires: 1 800 663-5555 or *5555*



2018 Wildfire Season Summary

October 1, 2018

Provincial Statistics – 2018

EMBC Exports

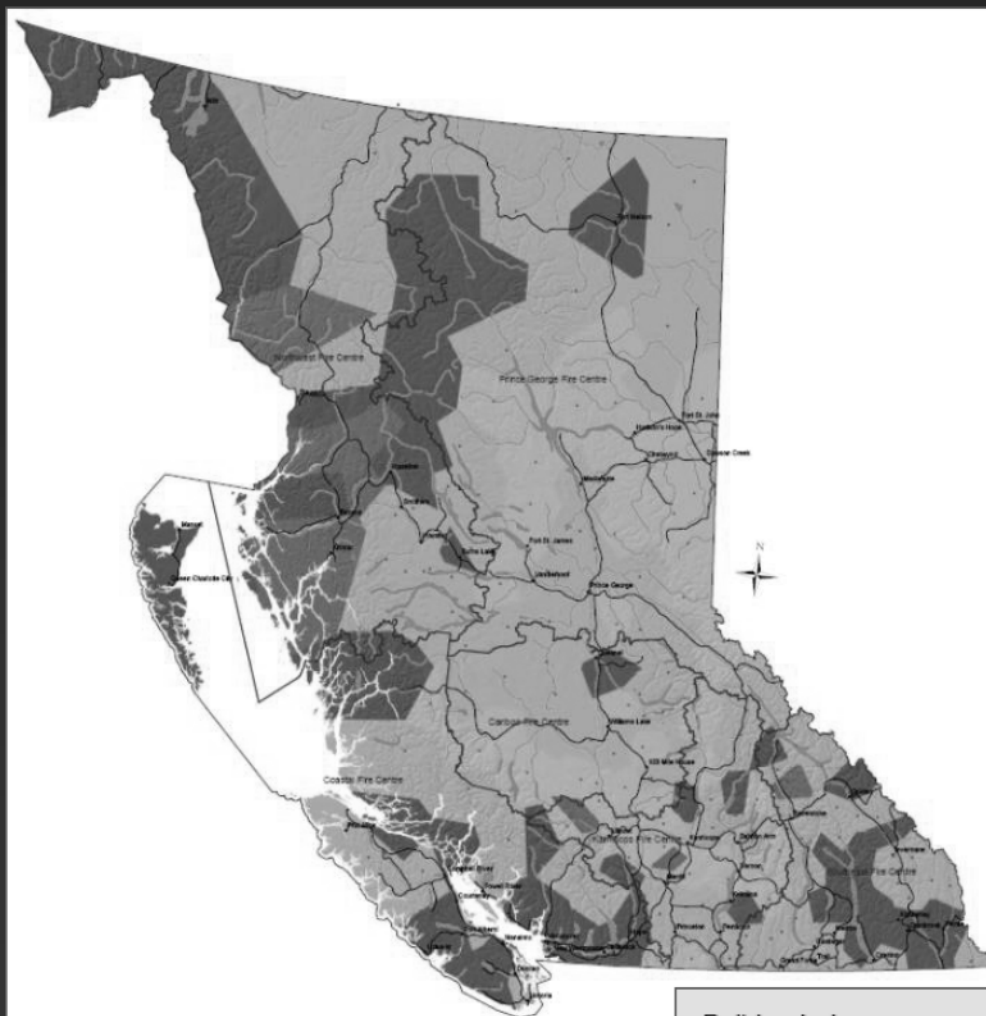


EMBC Assistance

	2018	2017	2016	2015	2014
Total Resources Deployed	1538	725	44	25	94
Total Person Days Deployed	9236	-	132	39	228
Total Staff on Standby	63	-	-	-	11
Resource Requests	245	254	13	-	-










Provincial Buildup Index Maps (2018)

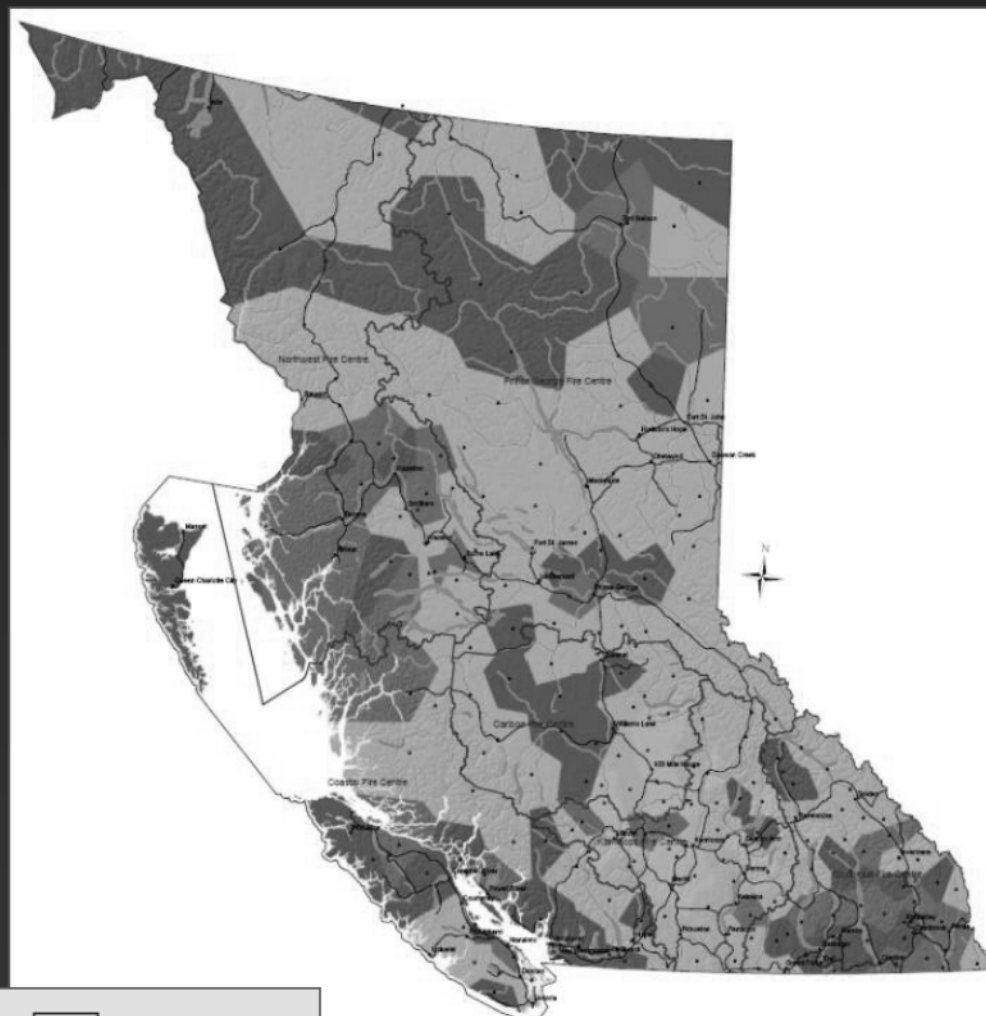


Aug 8, 2018

Buildup Index

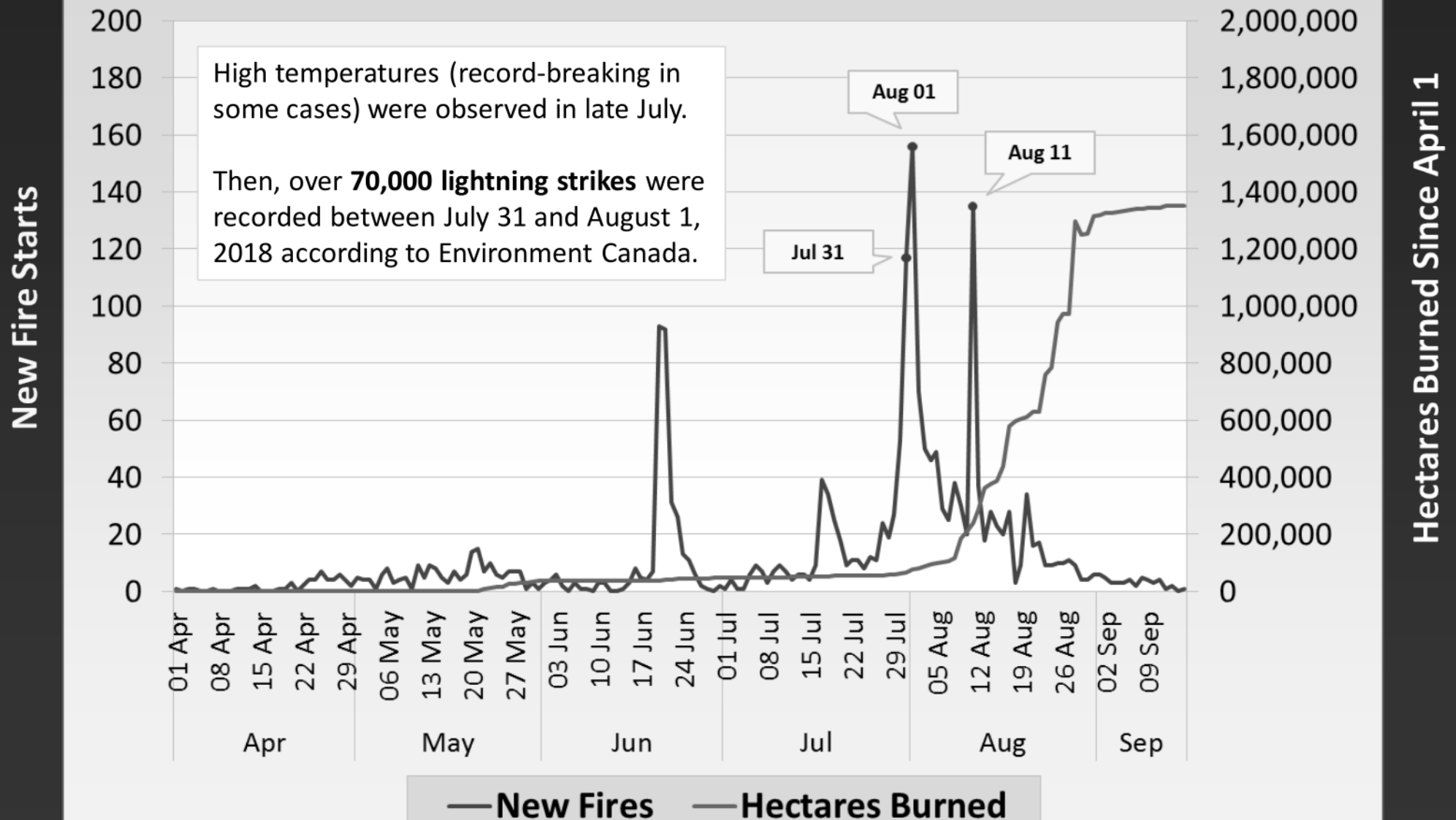
-  Below Normal
-  Normal
-  Above Normal
-  New High
-  New All-Time High

-  Fire Centre
-  Weather Stations



Aug 22, 2018

New Fires and Area Burned (2018)



2018 IMTS

BCWS
IMT

OOP
IMT

OOC
IMT



5-fire 1-flood

Burgess

70 Days

6-fire 1- Flood

Murdoch

61 Days

4-fire

Trapp

55 Days

4-fire

Pence

55 Days

4-fire

Richardson

46 Days

5-fire

Laing

64 Days

2-fire

**North Aussie +
New Zealand**

1-fire

South Aussie

1-fire

Parks Canada

1-fire

Sask- Young

1-fire

**Mixed Prov-
Elliott**

1-fire

**AB-
Lopushinsky**

1-fire

**Mixed Prov-
Schnurr**

1-fire

Ont- Hurley

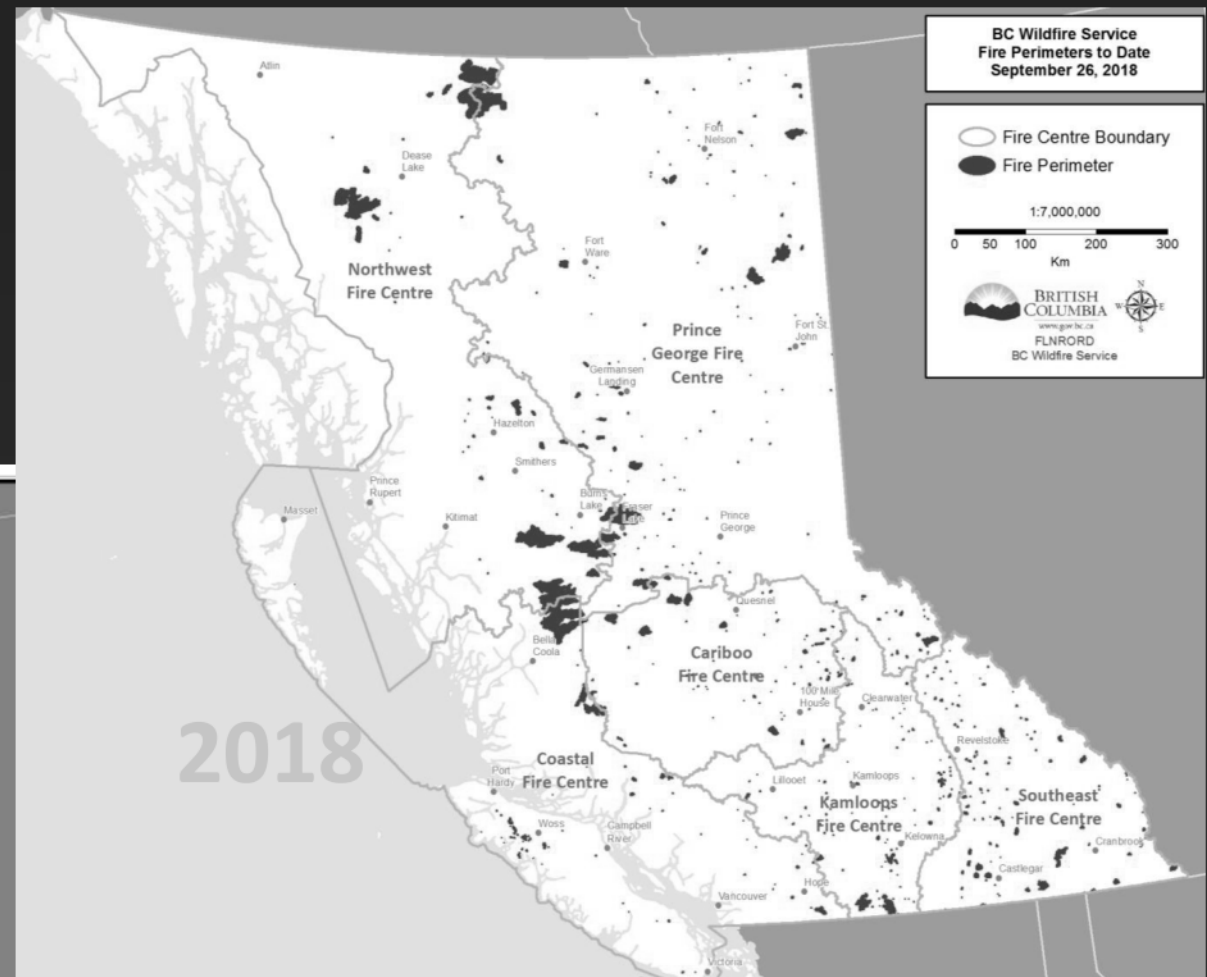
1-fire

Ont- Legacy

25+ days-fire
14+ days-flood

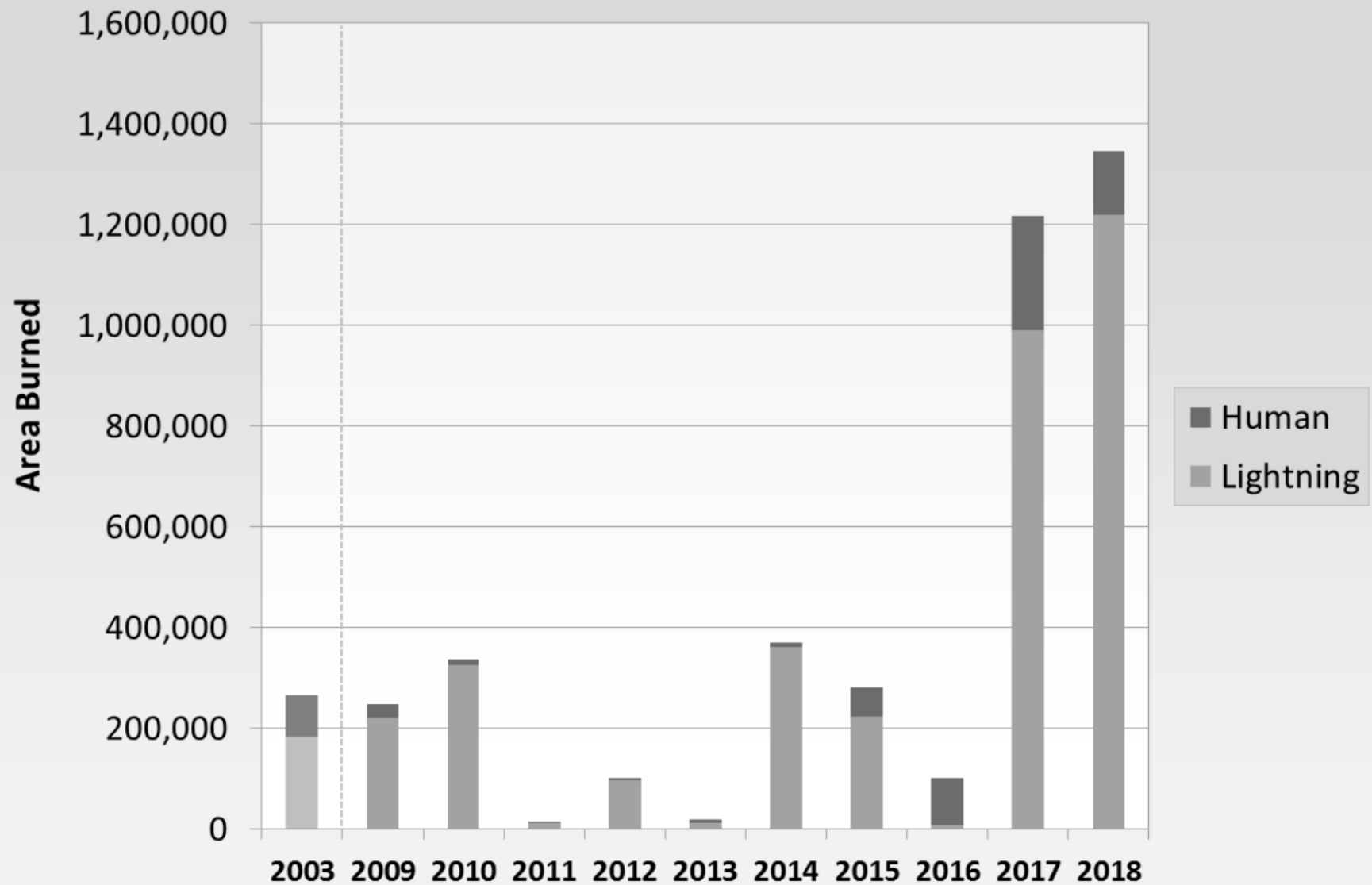
Ad hoc BCWS

1,349,677 hectares
of land burned **provincially** by 2,097
wildfires

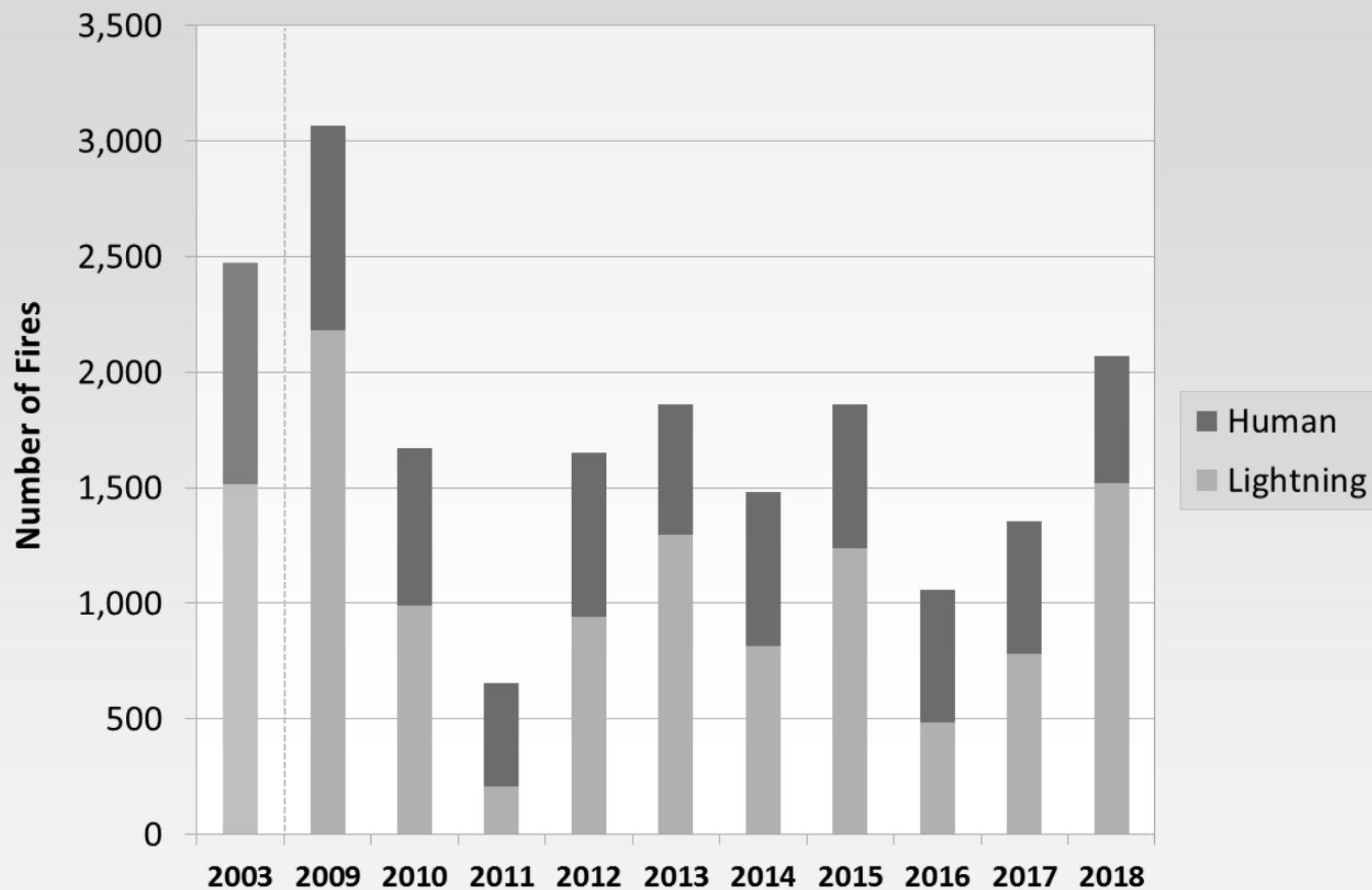


60, 565 hectares
of land burned in the **Southeast**
from 438 wildfires

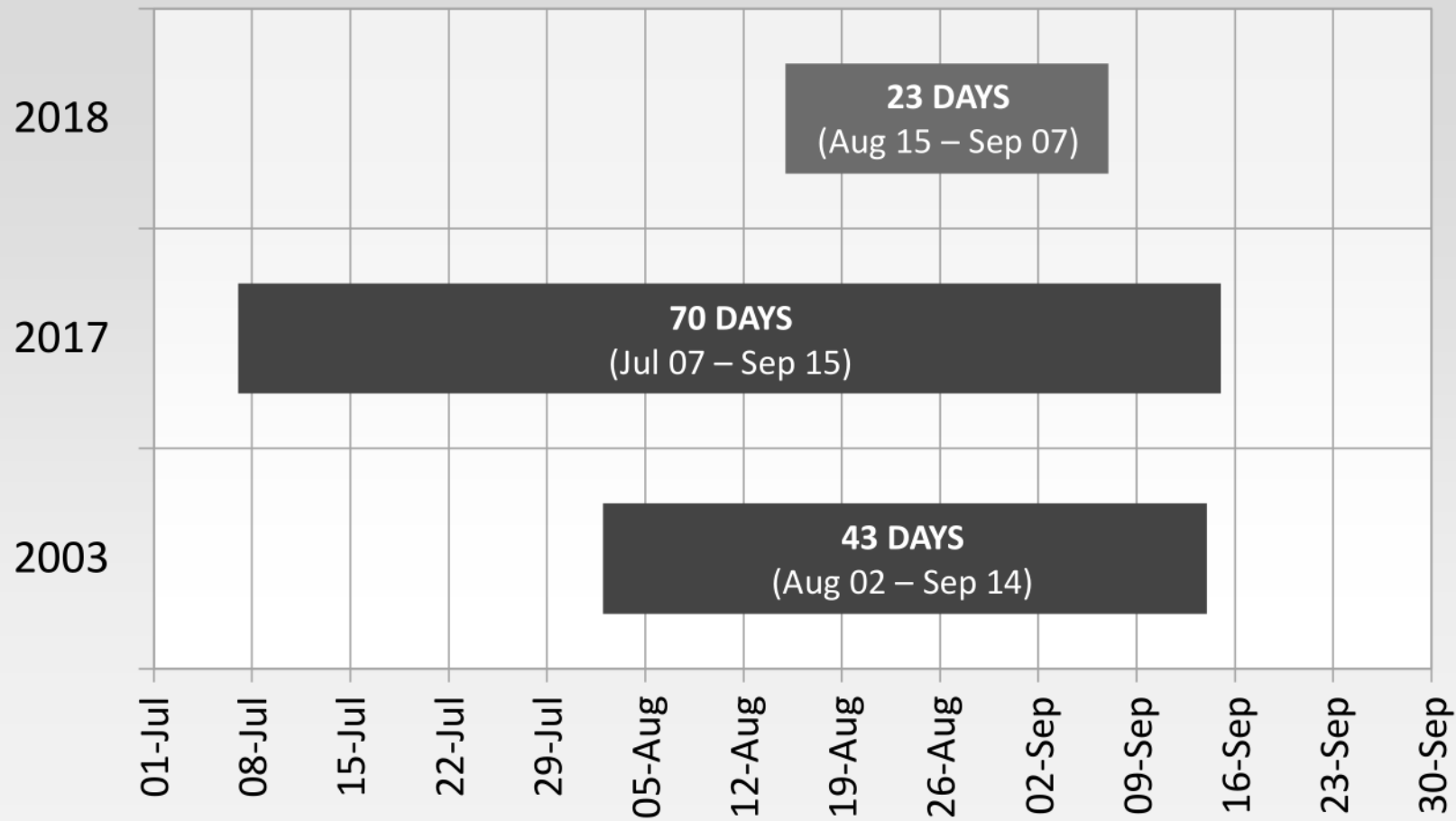
Hectares Burned by Year (2009-18)



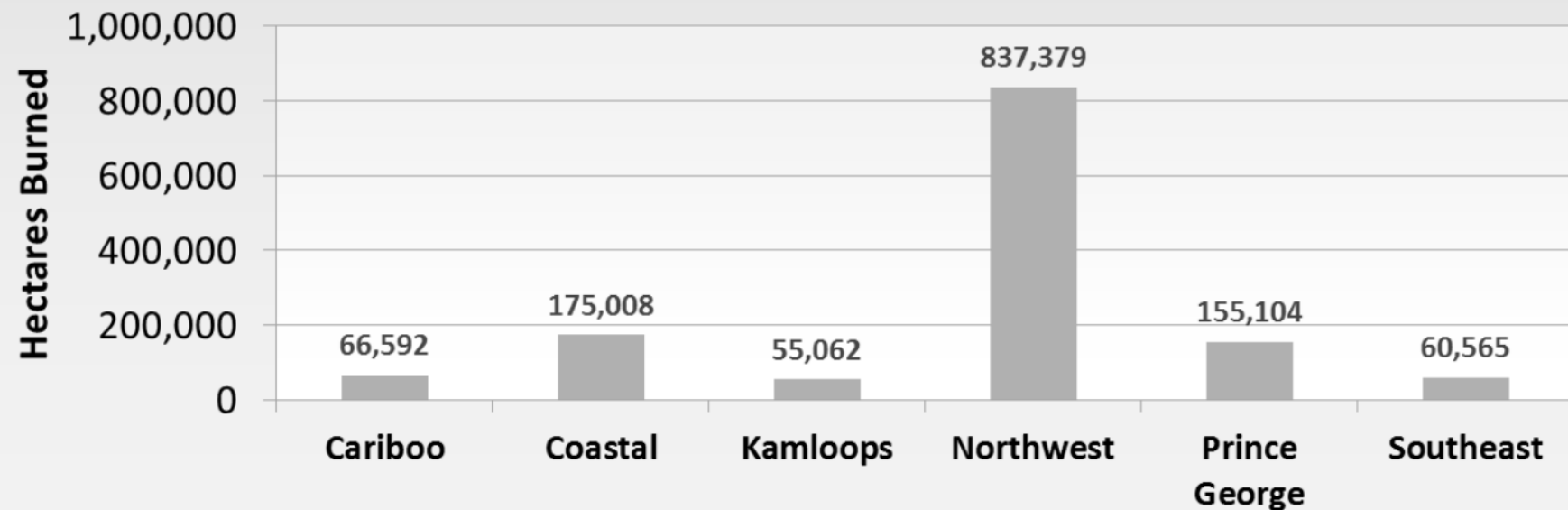
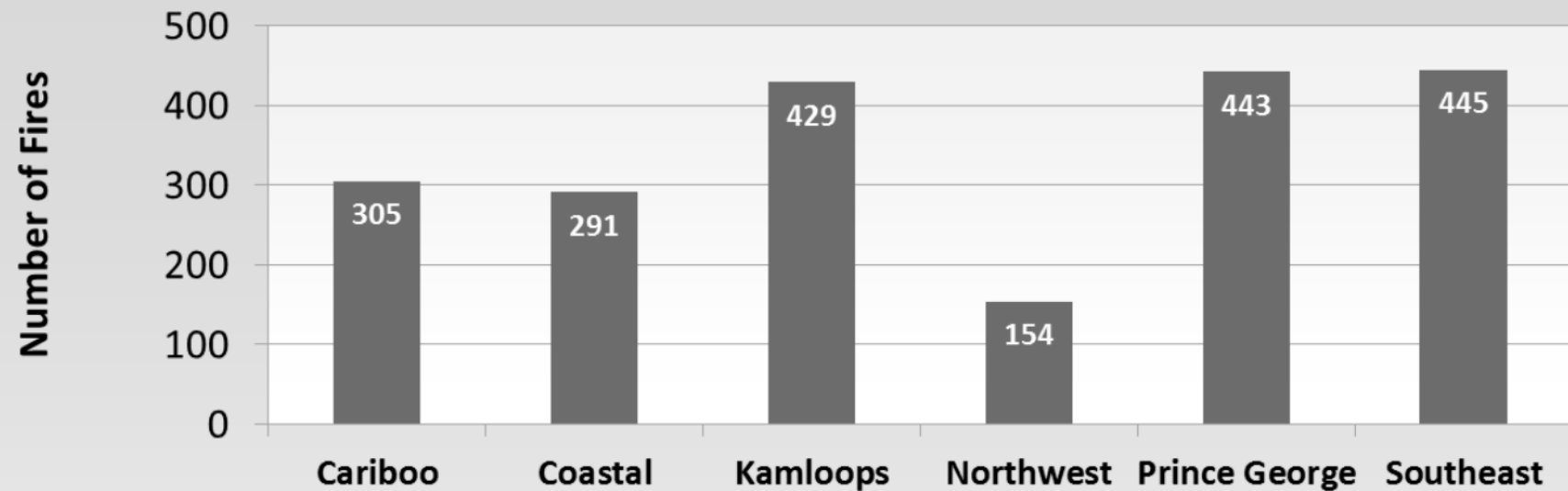
Total Fires by Year (2009-18)



Provincial State of Emergency Durations (2003, 2017, 2018)



Total Fires & Area Burned by Fire Centre (2018)



Resourcing (2018)

At peak capacity, BCWS was utilizing:

- 4,756 personnel total
- 961 out-of-province personnel
- 1,719 contract personnel
- 270 aircraft
- 200+ personnel from the Canadian Armed Forces

Out-of-province personnel came from every province and territory in BC (except Manitoba and Nunavut), as well as from the following countries:

- Australia
- Mexico
- New Zealand
- USA (Washington)



SEFC Resourcing (2018)

Peak resources:

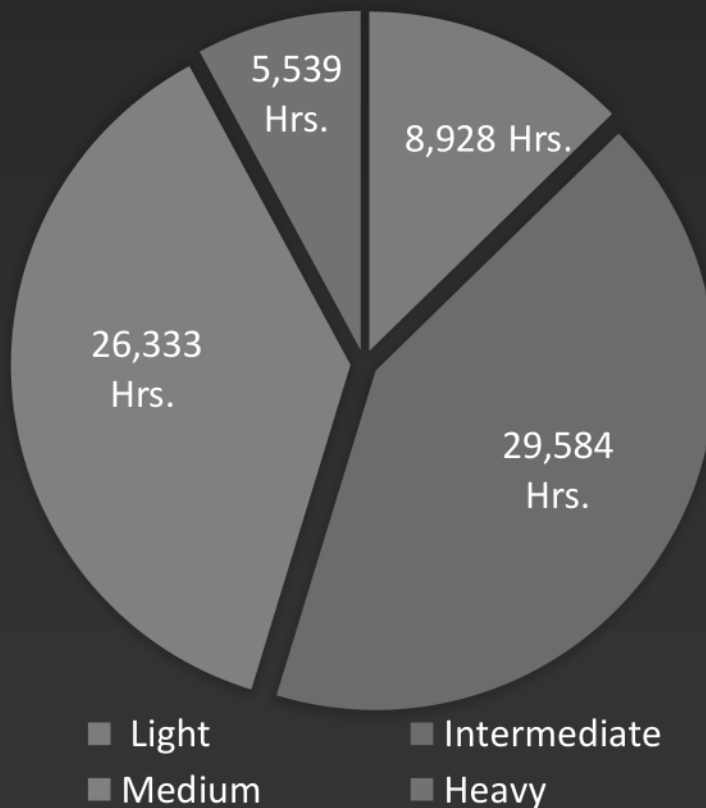
- **226 unit crew personnel (80 out of province)**
 - Sept. 14
- **190 type 3 contractors**
 - Sept. 9
- **83 BCWS staff**
 - Aug. 28
- **607 total personnel**
 - Aug. 24
- **50 helicopters**
 - Aug. 26
- **34 ground patrols w/. 8540 km**
 - July 30
- **1 camp**
 - September
- **5 out of province/CIFFC teams**
 - 1 long team, 4 short teams



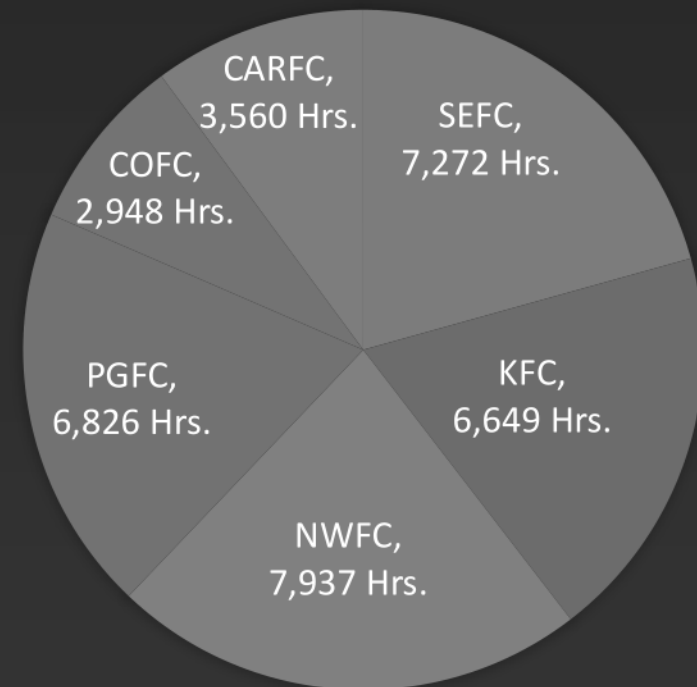
Provincial Statistics – 2018 Rotary Wing Hours



TOTAL HOURS PER TYPE



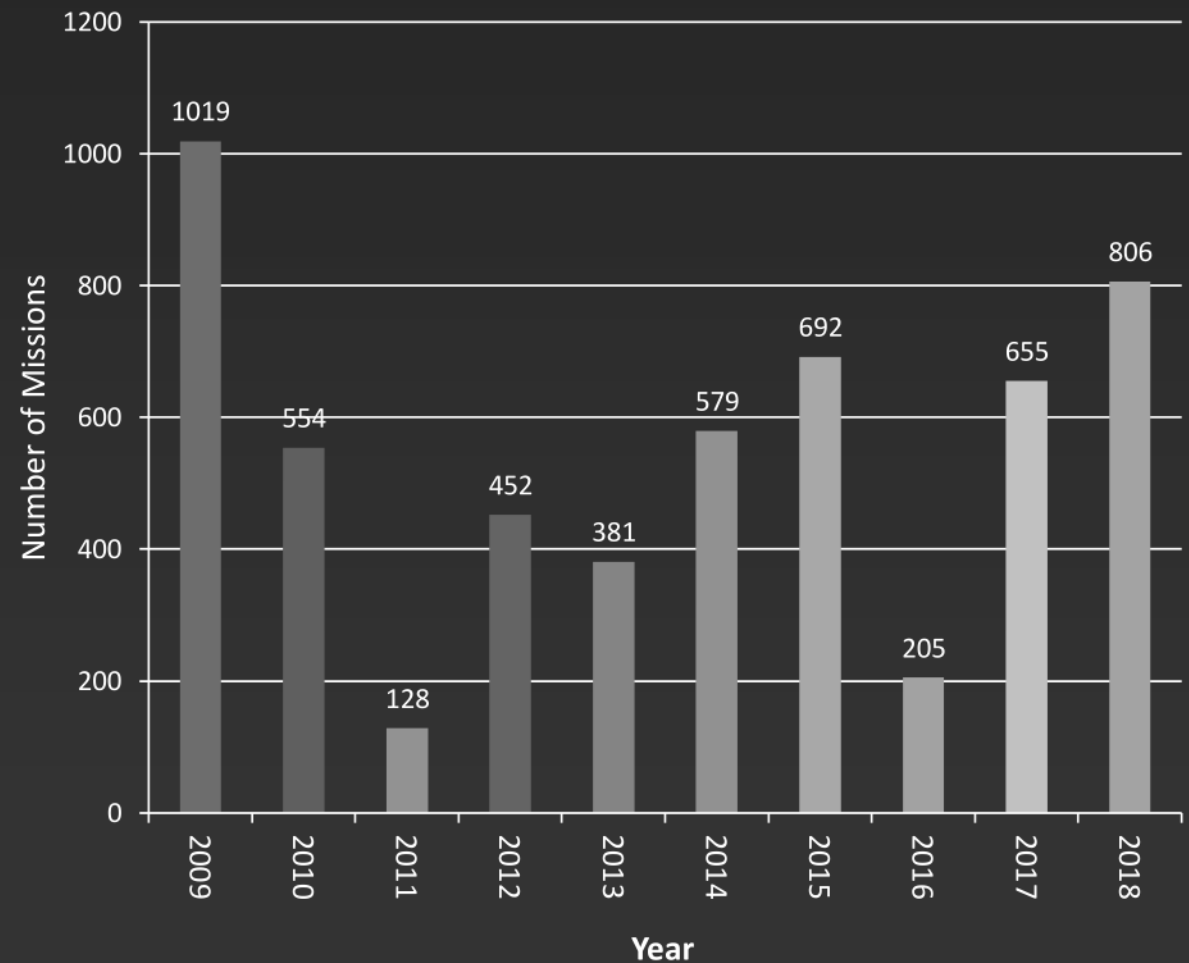
HOURS PER FIRE CENTRE



Provincial Statistics – PATC Missions



Mission Totals per Year



Human Impact (2017 vs. 2018)

*Statistics courtesy of EMBC



	2017	2018
	*As of September 27, 2017	*As of September 10, 2018
EVACUATION ORDERS	120	66
EVACUATION ALERTS	166	124
PROPERTIES ON ORDER	18,737	2,211
PROPERTIES ON ALERT	10,656	17,939
EMERGENCY SOCIAL SERVICE RECIPIENTS	NOT AVAILABLE	5,482
TOTAL DAYS ON PROVINCIAL STATE OF EMERGENCY	71 (July 7 to Sept 15)	24 (Aug 15 to Sept 7)

SEFC Breakdown



- 14 evacuation alerts
- 7 evacuation orders
- 12 area restrictions
 - plus multiple amendments
- 23 forest service road closures
 - plus multiple amendments and multiple FSRs
- 56 legal orders (including prohibitions – the most in the province)

28 Fires of Note in the SEFC



Cranbrook

- St. Mary River
- Meachen Creek
- Sage Creek
- Coal Creek FSR
- Lost Dog Complex
- McDermid Creek
- Leach Creek

Invermere

- Hobo Creek
- Cross River

Columbia

- Whitetail Creek
- Redburn Creek
- Glenogle and Porcupine
- Hunter Creek

Arrow

- Blacktail Mountain
- Incomappleux River
- McArthur Creek
- Shannon Creek
- Syringa Complex – Deer Creek, Bulldog Mountain, Syringa Creek
- MacLeod
- Mt. O’Leary
- Santa Rosa
- Scalping Knife

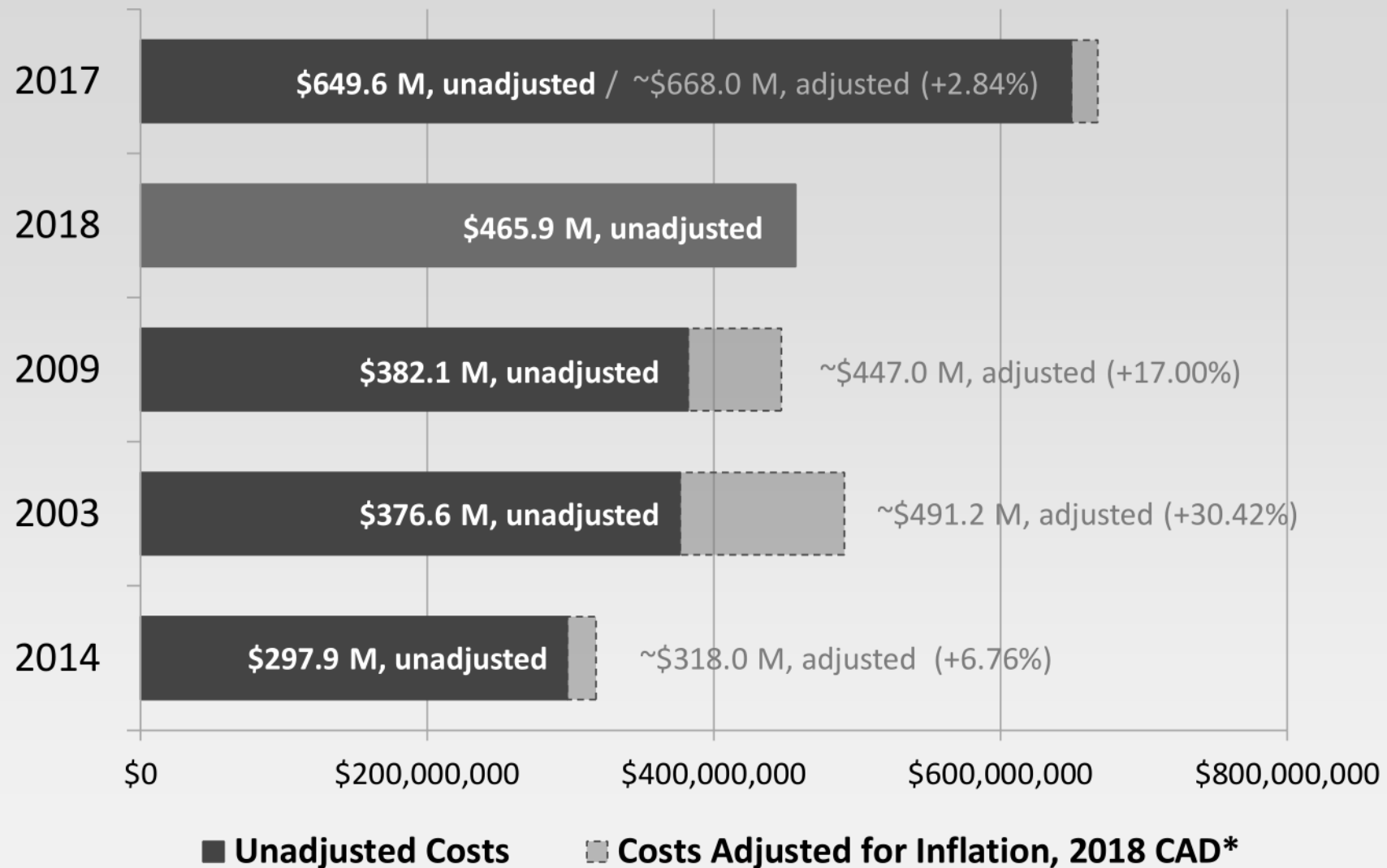
Boundary

- Toronto Creek
- Lynch Creek

Kootenay Lake

- Blazed Creek
- Randal Creek

Fire Suppression Costs: Historical Records (1991-2018)



**Calculations based on Bank of Canada inflation calculator as of Oct 1, 2018*

- AAR Nov 29th
- Cross, Whitetail, Baird Ck, Bald Mtn, Mt Revelstoke

Do Better

Cost tracking on fires PC has taken over on our behalf

Nailed it

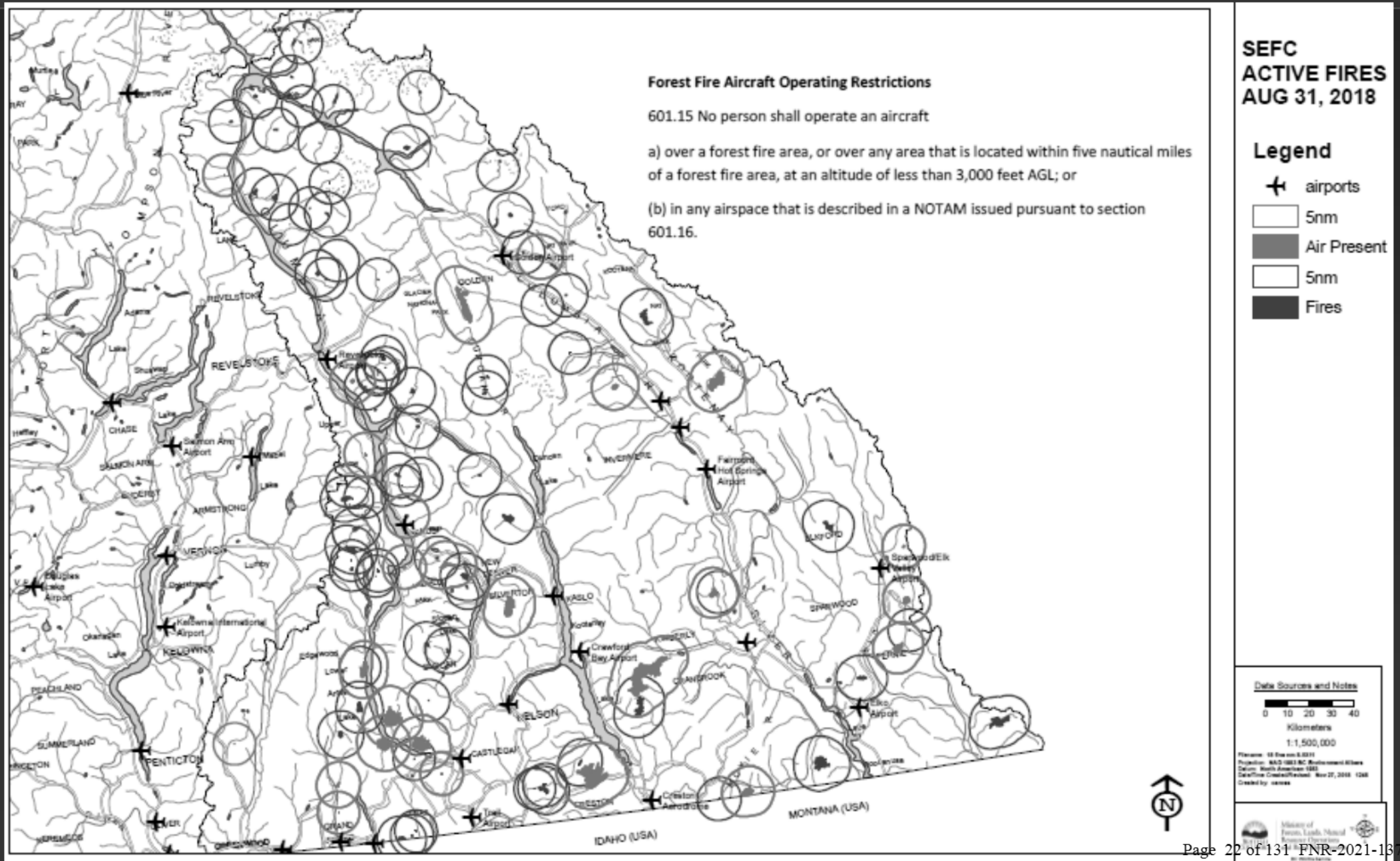
PC A-REP in SEFC

Understanding of current Agreement in place by all parties

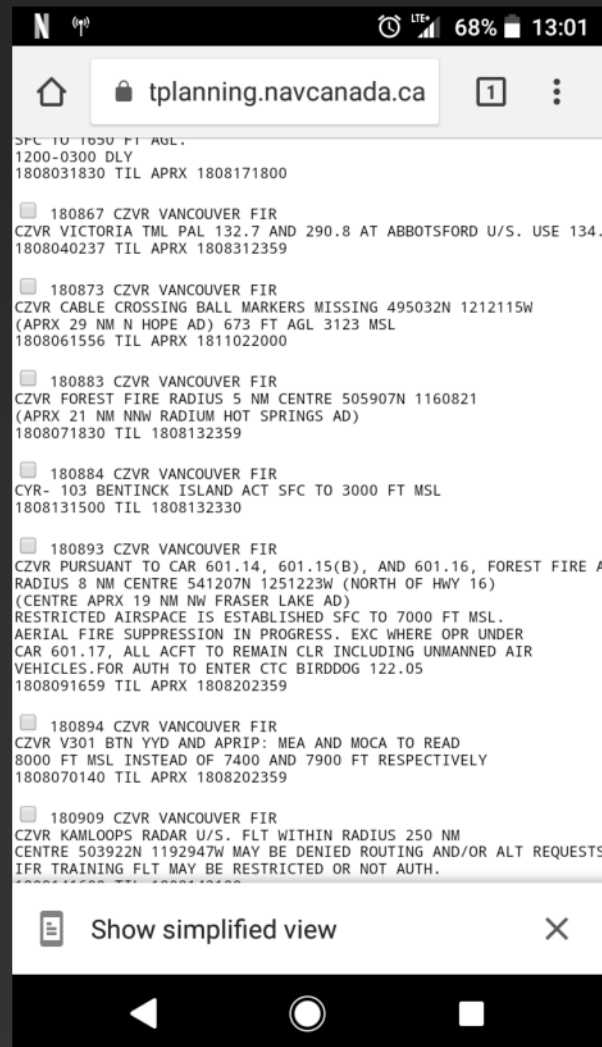
Resource sharing for short periods (IGS) and long term with proximity to PC Jurisdiction

So you want to fly your 172 from Calgary to Kelowna?

BRITISH
COLUMBIA



So you want to fly your 172 from Calgary to Penticton? And you care enough to look for NOTAMs.



...the NOTAM cont.



180968 CZVR VANCOUVER FIR CZVR

FOREST FIRE RADIUS 5 NM CENTRE 505907N 1160821 (APRX 21 NM NNW RADIUM HOTSPRINGS AD)

1808071830 TIL 1808132359

In attendance – PC – S Murphy, S Verdiel, C McLellan, G Walker, E Tassell, J Park, SEFC - B Martin, D Quinn, J Hall, T Abbey, S Levitt, Q Balfour, D Rixin

What worked well:

- Having PC send an A-Rep to SEFC in August allowed better communication on BCWS workload, Fire Analysis, Priorities and values threatened, Assessment of resource need, timely communication. Both Agencies found this concept to be a successful venture and allowed for direct support from PC to BCWS-SEFC for resourcing jurisdictionally proximal fires and stretching the current agreement to support the need. Better communications occurred thru the A-Rep back to PC staff at all levels. Consideration for activating this role earlier.
- Mature relationship with staff from both agencies. Increased face to face working relations and bi-annual meetings have allowed our organizations to be comfortable to call for support or outline difficult fire decisions.
- BCWS has provided access to crews and staff to PC fires recently under the agreement. May be stretching the agreement for going beyond initial response. Consider updating the agreement to use current terminology and other implications.
- Inclusion of PC staff in BCWS CL Training provided new/current tools. SEFC will consider how to include a set number of PC CLs or officers in upcoming regional sessions. Ongoing support at local levels. Rixin to follow up with opportunities at provincial training.
- Local level BCWS support to be involved with PC's Rx Burn program has been great – consider mechanism to go beyond ten hour day when needed to provide full commitment to the project when able.
- PC ability to provide immediate support for IGS burn Planning in Invermere for Cross River. Great utilization of the relationship and agreement to meet an objective.
- Beneficial to have BC SRL assigned to the Whitetail incident, under PC IC. This worked well and should be done for future deployments as well. (BCWS does use the Agency Administrator role when capacity allows, to provide support for OOP ICs)
- SEFC Weather forecasts and spot forecasts were appreciate for site specific weather as PC doesn't have meteorologist on staff. Ron/Jesse are likely able to provide a short verbal outlook prior to the 1400 official spot forecast.

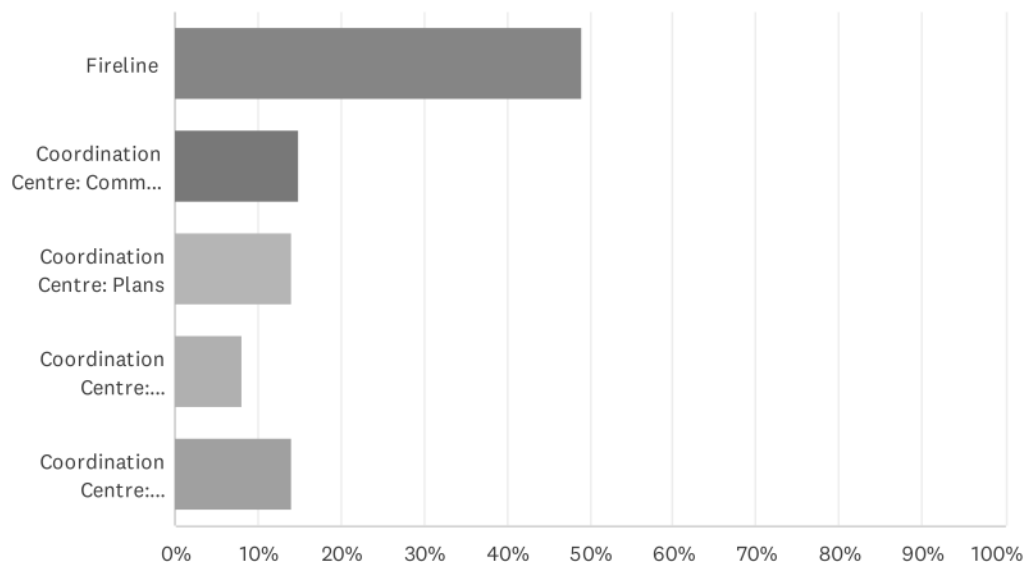
What could be improved on:

- Formal sign off from FLNRORD on PC access to Silver frequency for mutual aid on fires. Access to repeater network will increase ability to safely and efficiently communicate on border fires – recommend consideration for this access as well.
- Mechanism to exchange IAP's / Fire Analysis between IMTs and applicable agency staff when working proximal jurisdictional fires. Consider including representatives of other jurisdiction on in-briefing of IMTs to ensure Jurisdictional values are provided and understanding of current objectives, strategies and tactics.

- Consistent BCWS point of contact to share Fire Analysis information back to PC agency. Consider opportunity to utilize technology to assist with this (Skype and Google Earth layers).
- “Victor” channel utilization and communication when working proximal fires. Dan McBee is on a BCWS team, looking at communication protocols and issues. PC currently does not have a staff member designated in the Aviation section/role for the agency. Dan McBee to maintain contact and update on BCWS internal discussions with Scott Murphy.
- Mechanism to share PC and BCWS current resourcing levels/capacity (ie BOOST crew in Radium) – Rexin to consider what might work for SEFC and how best to share SEFC info to PC
- Consideration to share SEFC Zone Situation report to local PC staff to maintain situational awareness for PC staff.
- Mis-communication between CIFFC-PWCC-SEFC resulted in PC IMT short in some roles.
- Linkages between both agencies for public information on home pages. Follow up with BCWS to see if we can link to PC home page from our public site with fire perimeters.

Q1 Area of Work (fire season)

Answered: 100 Skipped: 2

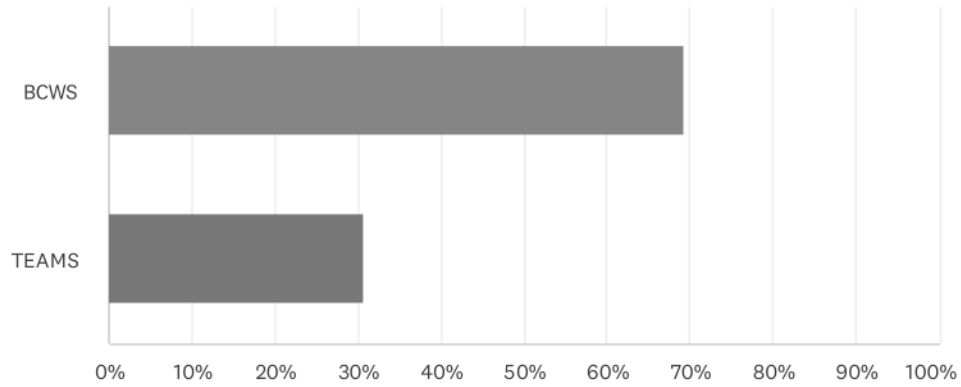


ANSWER CHOICES		RESPONSES	
Fireline		49.00%	49
Coordination Centre: Command (e.g. RWCO, Centre Operations, Information Officer)		15.00%	15
Coordination Centre: Plans		14.00%	14
Coordination Centre: Logistics		8.00%	8
Coordination Centre: Finance, IMT, Other)		14.00%	14
TOTAL			100

#	OTHER (PLEASE SPECIFY)	DATE
1	District	10/15/2018 8:55 AM
2	Operation in the field, some RWCO and Central Ops	10/15/2018 7:43 AM
3	Chainsaw Specialist - Ops	10/10/2018 7:33 AM

Q2 Are you BCWS or TEAMS?

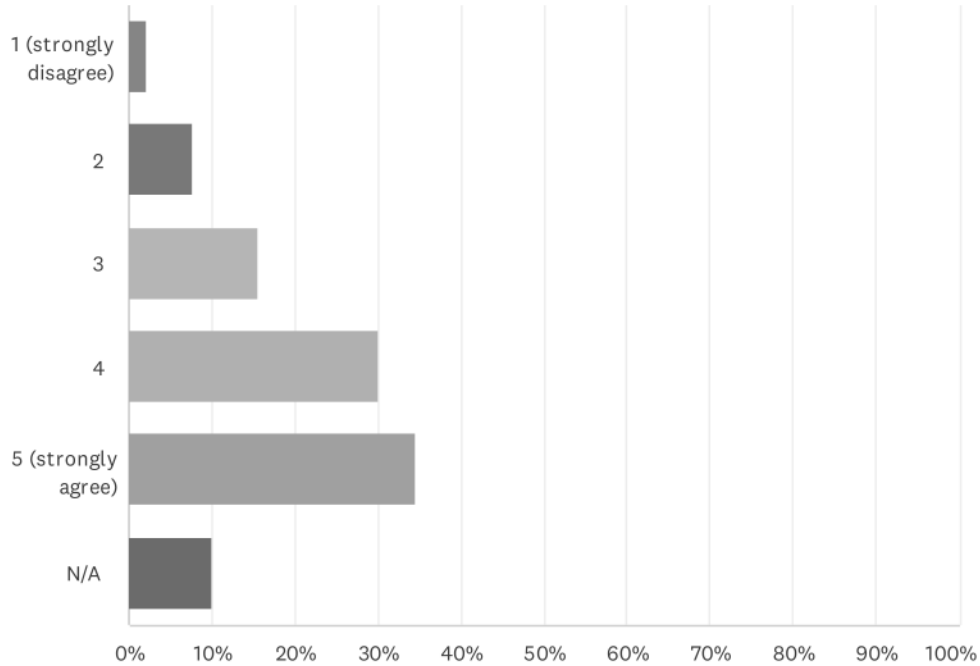
Answered: 98 Skipped: 4



ANSWER CHOICES	RESPONSES	
BCWS	69.39%	68
TEAMS	30.61%	30
TOTAL		98

Q3 You were made well aware of BCWS Safety Standard Operations Procedures, Guidelines and Standards (SOPs and SOGs) by your local supervisor

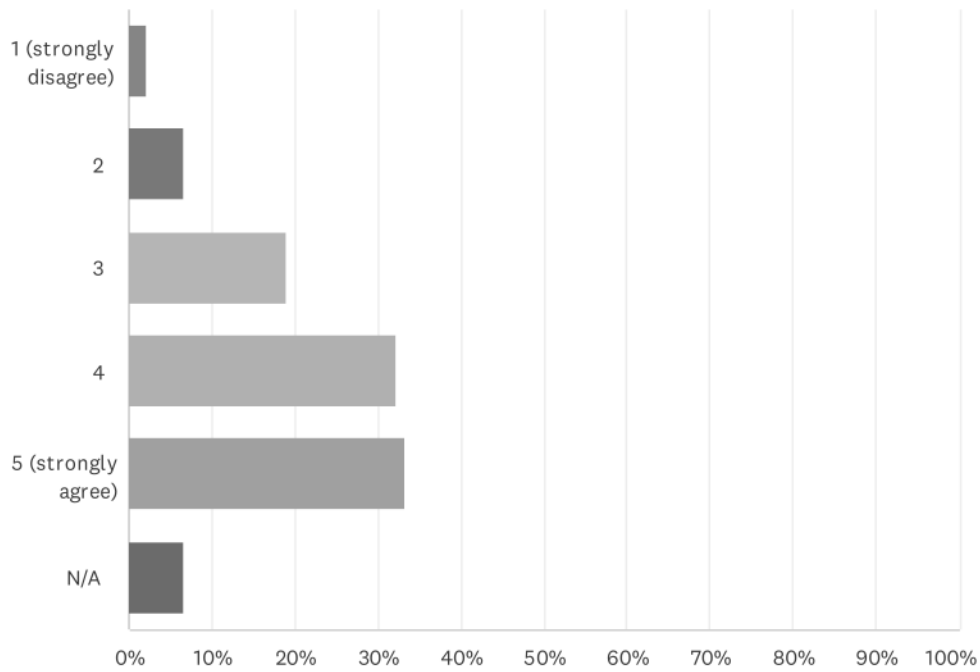
Answered: 90 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.22%	2
2	7.78%	7
3	15.56%	14
4	30.00%	27
5 (strongly agree)	34.44%	31
N/A	10.00%	9
TOTAL		90

Q4 You knew how and/or where to get information on safety processes and you were capable of getting this information while in the Cariboo

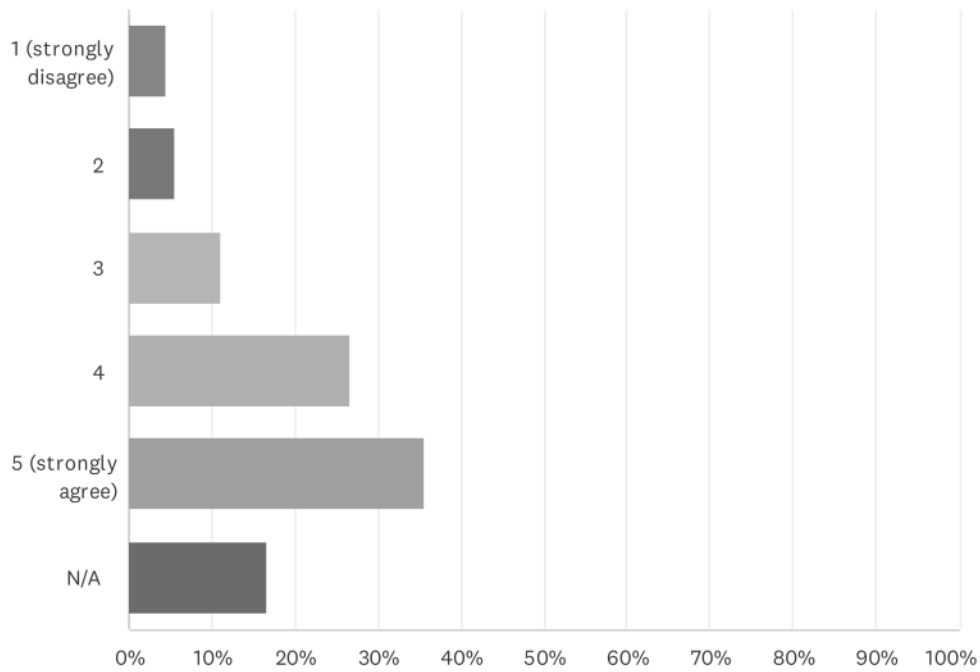
Answered: 90 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.22%	2
2	6.67%	6
3	18.89%	17
4	32.22%	29
5 (strongly agree)	33.33%	30
N/A	6.67%	6
TOTAL		90

Q5 The PPE you were provided by the Cariboo Fire Centre was effective and appropriate for the role you performed

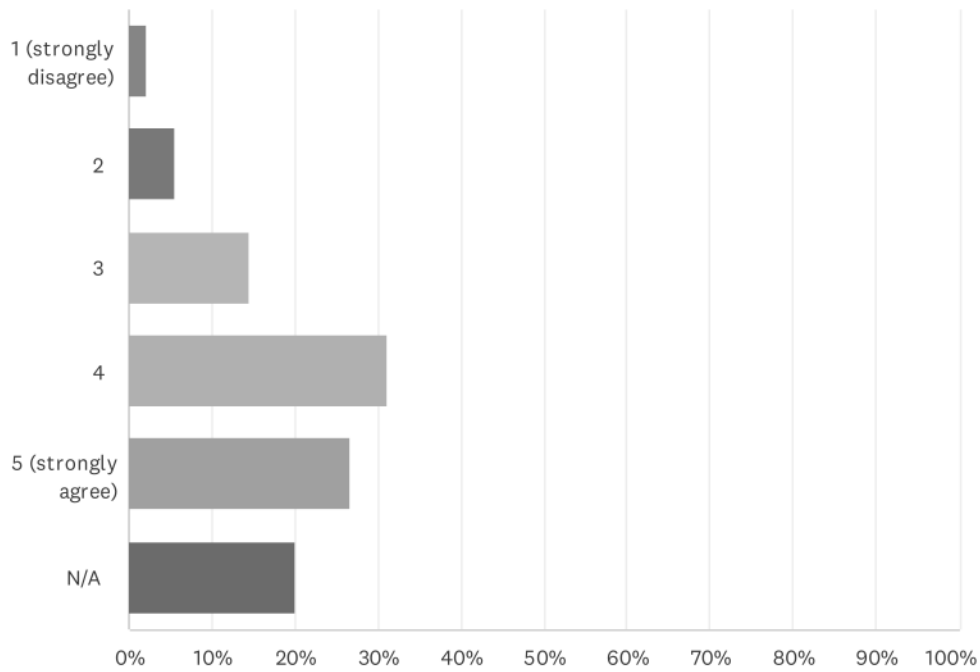
Answered: 90 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.44%	4
2	5.56%	5
3	11.11%	10
4	26.67%	24
5 (strongly agree)	35.56%	32
N/A	16.67%	15
TOTAL		90

Q6 You felt effective Emergency Response Plans (e.g. Field Safety Plan) were established and communicated daily on projects and/or incidents

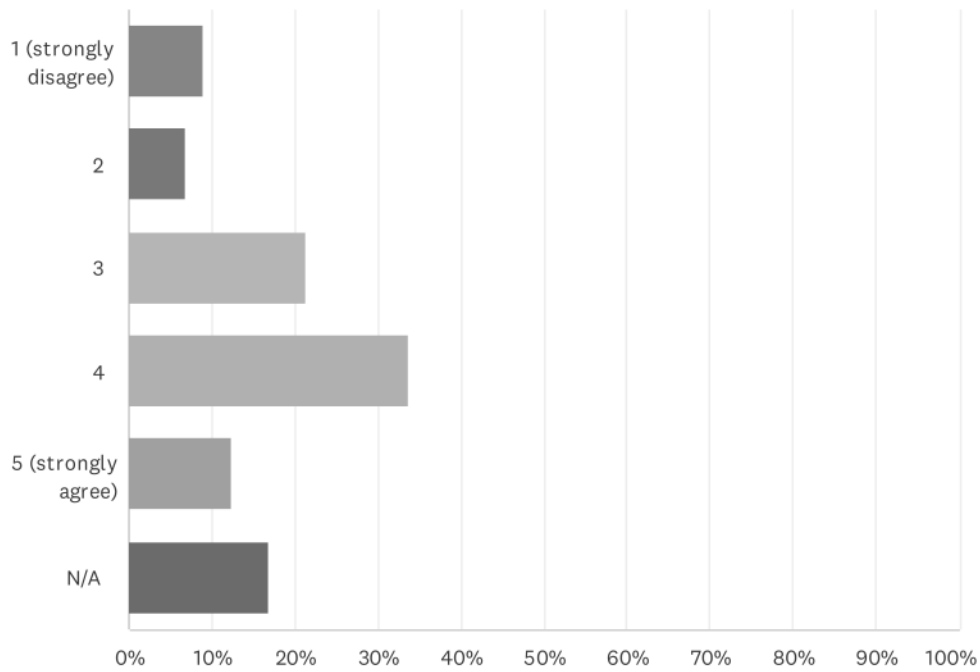
Answered: 90 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.22%	2
2	5.56%	5
3	14.44%	13
4	31.11%	28
5 (strongly agree)	26.67%	24
N/A	20.00%	18
TOTAL		90

Q7 You feel adequately trained to conduct a medical extraction in the Cariboo Fire Centre

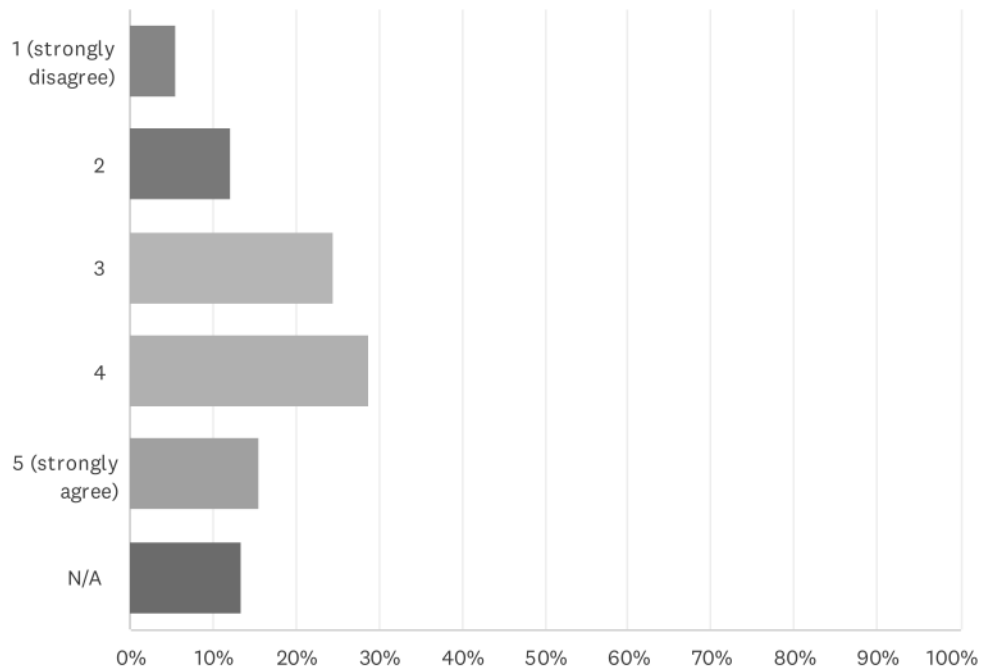
Answered: 89 Skipped: 13



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	8.99%	8
2	6.74%	6
3	21.35%	19
4	33.71%	30
5 (strongly agree)	12.36%	11
N/A	16.85%	15
TOTAL		89

Q8 You were made aware of the Incident and Reporting Investigation process and your role within it by your local supervisor

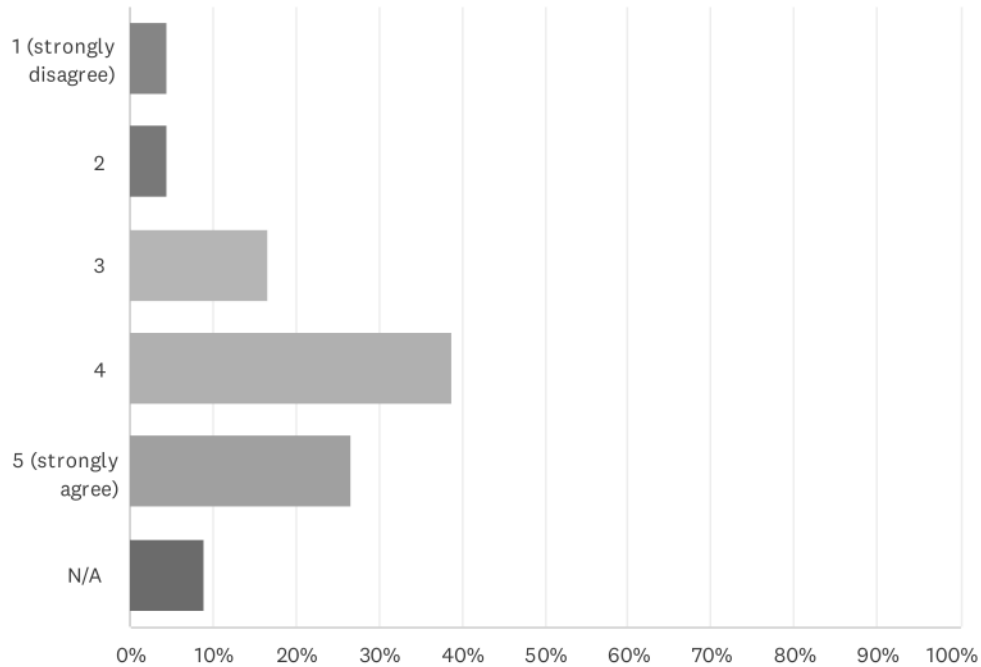
Answered: 90 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	5.56%	5
2	12.22%	11
3	24.44%	22
4	28.89%	26
5 (strongly agree)	15.56%	14
N/A	13.33%	12
TOTAL		90

Q9 Safety communications were communicated in an efficient manner

Answered: 90 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.44%	4
2	4.44%	4
3	16.67%	15
4	38.89%	35
5 (strongly agree)	26.67%	24
N/A	8.89%	8
TOTAL		90

Q10 Are there any other safety related topics that you felt were successful or could be improved? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 29 Skipped: 73

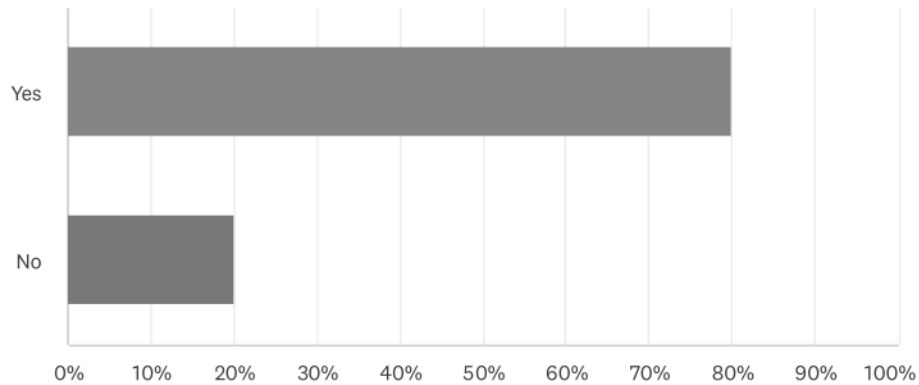
#	RESPONSES	DATE
1	We absolutely need to sort out peltors not fitting hard hats properly. Solution: Order a different type of hard hat designed to fit our peltors properly	10/19/2018 9:37 AM
2	I never saw s.22 with safety glasses on the fire line. Solution: s.22 wears safety glasses.	10/18/2018 9:18 AM
3	inadequately trained contract crews on the fireline are a safety hazard	10/17/2018 2:03 PM
4	Hard hats are poor quality resulting in safety issues such as it falling off your head and peltors falling out	10/15/2018 8:17 PM
5	1. Need improvement on protecting Wildfire Crews and Officers wildfire smoke inhalation and the need to find appropriate devices to provide appropriate particulate filtration. .2. Need to provide a AED (automated external defibrillator) to have on hand at remote or other critical working areas should be considered as we have now received training in Level 1 FA training	10/15/2018 11:07 AM
6	Not enough Nomex, why are info officer assistants (for example) getting multiple sets and operational people have none? An early/preseason orientation would've been very helpful for efficiency and safety once things started blowing up.	10/15/2018 10:14 AM
7	n/a	10/15/2018 9:27 AM
8	Some of the medics that were hired do not look fit for duty or act professional while on the clock	10/12/2018 4:11 PM
9	We need to teach progressive safety.. As I have noticed daily safety meetings take to long and become a obstacle to efficiency	10/12/2018 4:04 PM
10	One way to expand upon DTA on project fires would be to set up a system where plans could check a tree stand and certain characteristics within it such as age, logging status and health prior to a fire, and then input it into an index or algorithm to determine a potential risk for danger trees.	10/12/2018 2:47 PM
11	IA isolation medical evacuation procedures. Having and adequate resource available in case of emergency when only three people are on a fire.	10/12/2018 10:50 AM
12	There were times when we risked managed not having a medic. I believe if we equipped our crews with an extraction kit we would be safer in these situations.	10/12/2018 9:16 AM
13	Our Safety Officer was deployed for much of the season. We need to develop a pool of Safety Officers to backfill or Resource request when local Safety Officer is deployed.	10/12/2018 8:54 AM
14	I believe that the current combination of peltors and hardhats are not effective. I recommend having the option of purchasing better PPE.	10/11/2018 3:23 PM
15	Incident reporting processes (i.e. form 7s etc.) need to be gone over in more detail	10/11/2018 12:25 PM
16	BCWS NEEDS TO OFFER A SAFETY OFFICER COURSE!!!!!!!!!!!!!!!!!!!!!!!!!!!!!! Safety #1, unless it takes time and \$\$\$.	10/11/2018 11:04 AM
17	Radio traffic could be reduced by having IC's transmit manifests and check ins. Un-trained in communications medics take up valuable "air time"	10/11/2018 10:17 AM
18	The fire centre discouraged me from producing an IAP for the Quesnel Zone, when a safety plan was needed for the crews.	10/11/2018 8:44 AM
19	Incident reporting package still needs to be less of a burden for minor incidents.	10/10/2018 8:31 AM

Cariboo Fire Centre Staff Survey - Fall 2018

20	Email is not the best way as most fires don't have cell service and many people aren't aware of any incidents until they return to base	10/10/2018 7:35 AM
21	When dealing with TEAMS (more likely those from out of Province) I feel it is important for them to ask us what it is we as local staff do and our local knowledge. It seems when dealing with some TEAMS they overlook the local district help which could put people in danger. (ie general wind directions at different times of the day and night, road access are just a few that come to mind)	10/9/2018 4:25 PM
22	N/A	10/9/2018 3:17 PM
23	No	10/9/2018 2:26 PM
24	paid days of rest for staff was a great addition this past season.	10/9/2018 2:23 PM
25	24 hour or Rapid lessons learned reports are not delivered in a timely manner when there is no internet availability.	10/9/2018 2:03 PM
26	New hard hat peltors do not fit properly and shield very little sound. Need to be on top of having quality winter tires on crew trucks when working shoulder seasons.	10/9/2018 1:28 PM
27	s.22 is a great training and safety officer	10/9/2018 1:07 PM
28	I actually did not work for many days at the Fire Centre and Have been around for some time so some of the Safety Info may not have been passed on.	10/9/2018 1:02 PM
29	May be biased, ex BCWS employee so it most of the knowledge existed prior to TEAMS deployment.	10/9/2018 12:50 PM

Q11 Did you engage with operations staff or work in an operations role or on the fireline during fire season? (If you select no, you will be taken to the next survey section)

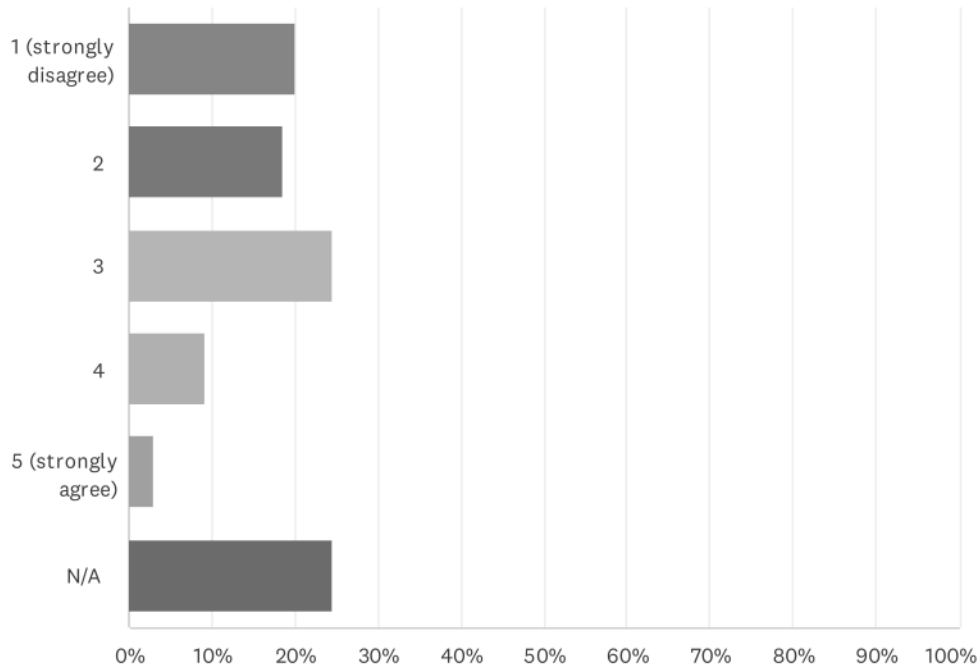
Answered: 90 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	80.00%	72
No	20.00%	18
TOTAL		90

Q12 You were satisfied with not having an operational spring meeting for staff in the Cariboo

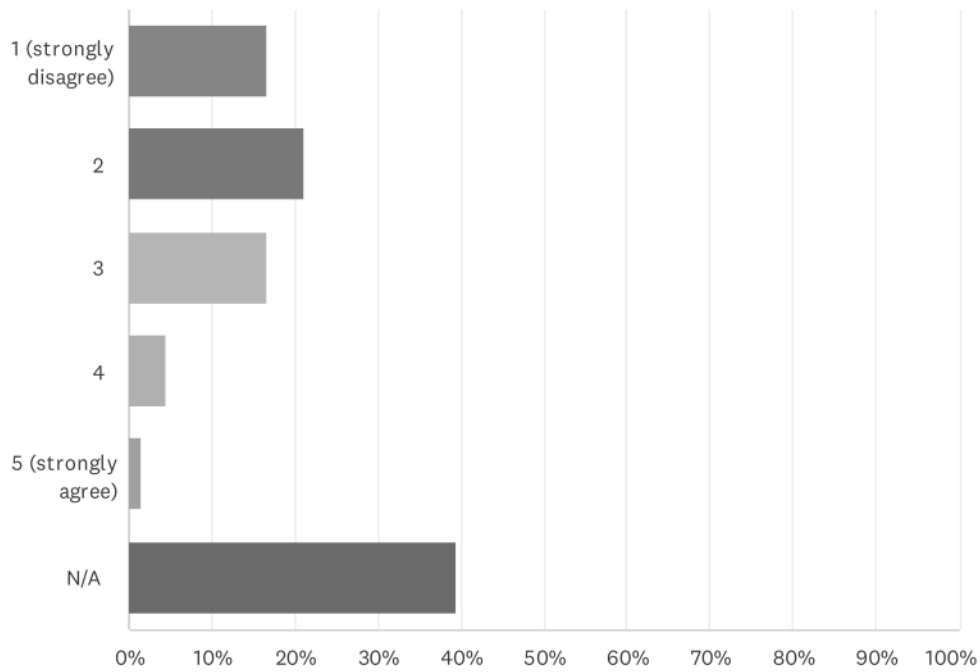
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	20.00%	13
2	18.46%	12
3	24.62%	16
4	9.23%	6
5 (strongly agree)	3.08%	2
N/A	24.62%	16
TOTAL		65

Q13 You were satisfied with not having a spring meeting for Cariboo RWCO/Centre Operations staff

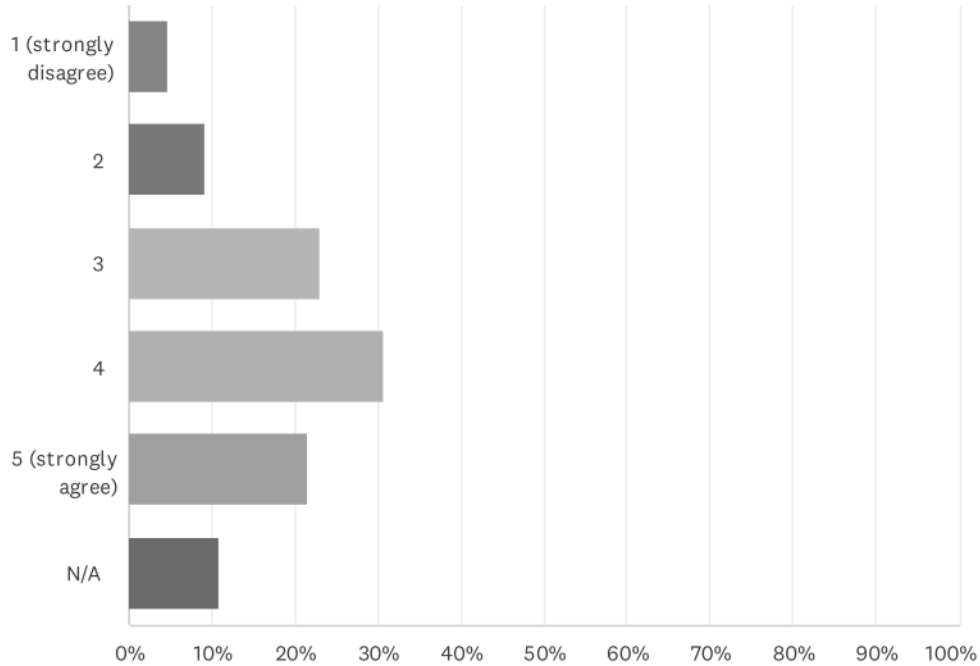
Answered: 66 Skipped: 36



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	16.67%	11
2	21.21%	14
3	16.67%	11
4	4.55%	3
5 (strongly agree)	1.52%	1
N/A	39.39%	26
TOTAL		66

Q14 Your local supervisor informed you of operational Standard Operating Procedures and Guidelines (SOPs and SOGs) that pertain to your position in the Cariboo

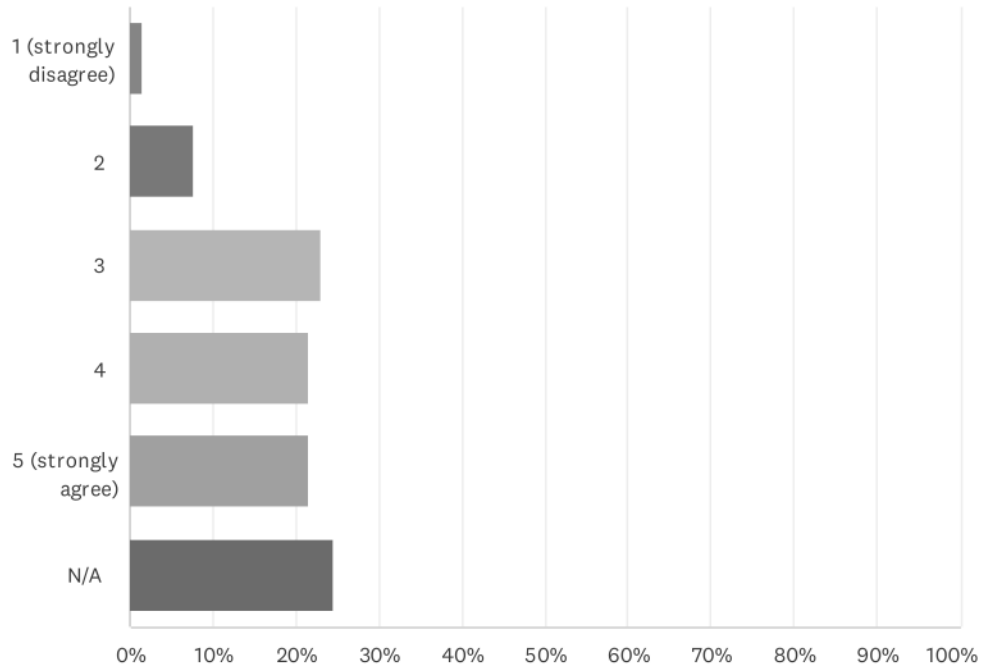
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.62%	3
2	9.23%	6
3	23.08%	15
4	30.77%	20
5 (strongly agree)	21.54%	14
N/A	10.77%	7
TOTAL		65

Q15 The utilization of Industry Strike Teams was successful on the fireline

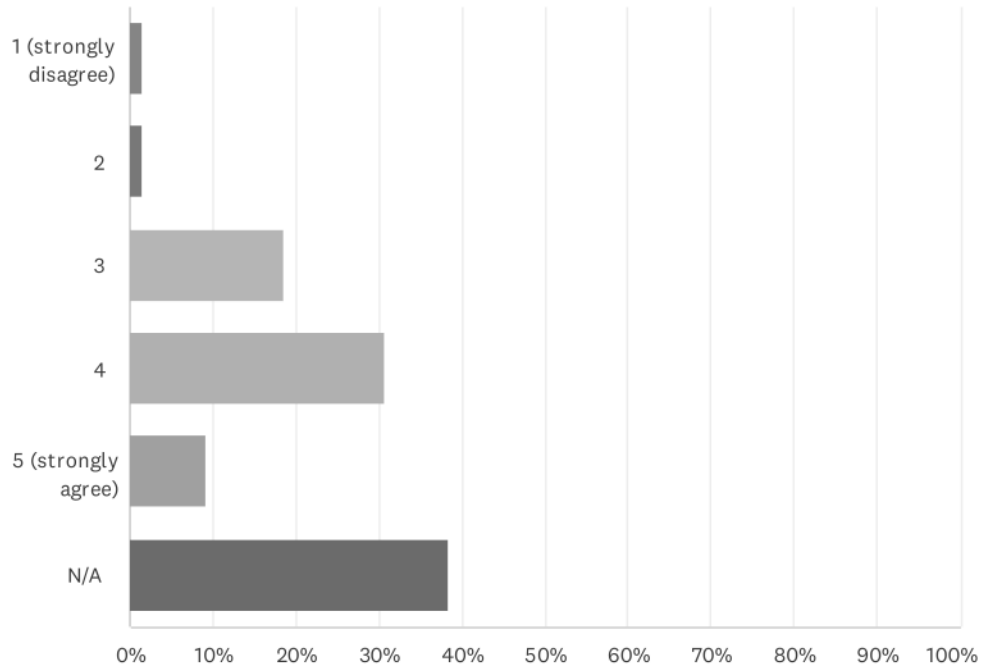
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	7.69%	5
3	23.08%	15
4	21.54%	14
5 (strongly agree)	21.54%	14
N/A	24.62%	16
TOTAL		65

Q16 The Cariboo Type 2 crew was adequately trained

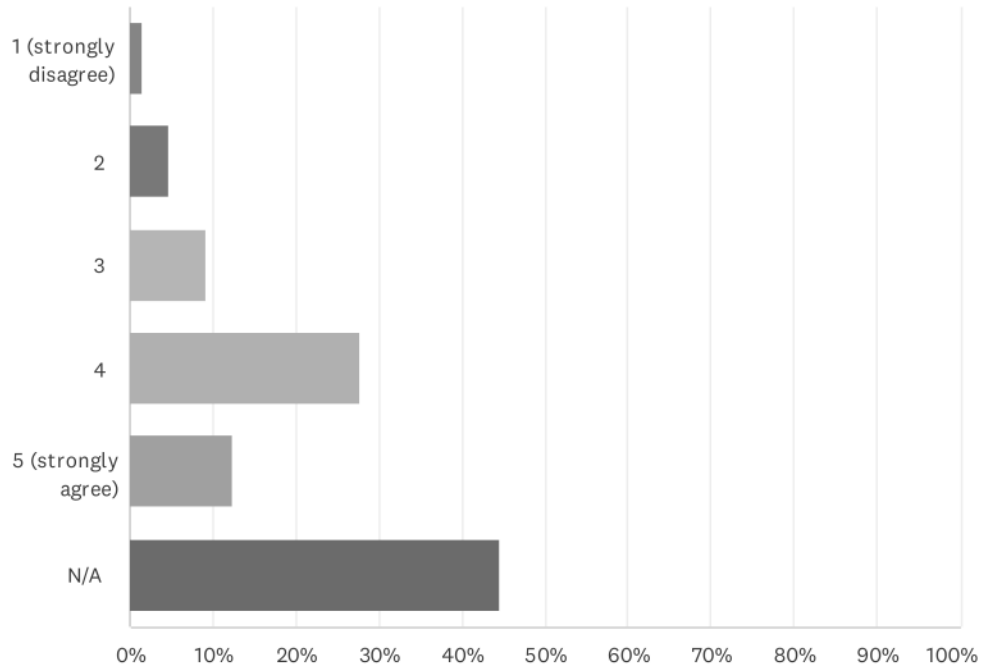
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	1.54%	1
3	18.46%	12
4	30.77%	20
5 (strongly agree)	9.23%	6
N/A	38.46%	25
TOTAL		65

Q17 The Cariboo Type 2 crew was an asset to your fire

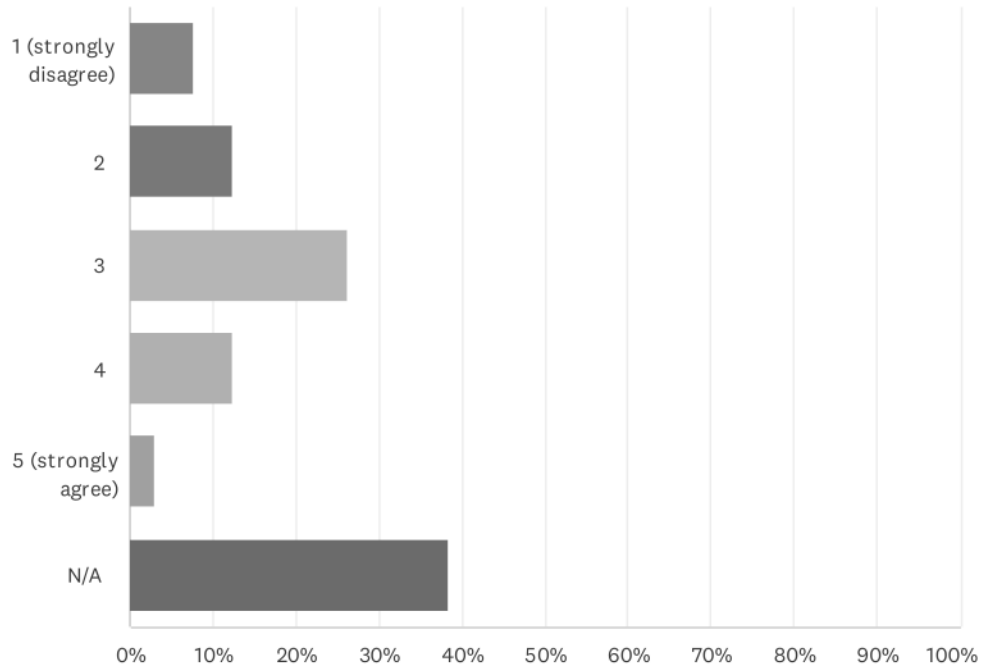
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	4.62%	3
3	9.23%	6
4	27.69%	18
5 (strongly agree)	12.31%	8
N/A	44.62%	29
TOTAL		65

Q18 You worked with Cariboo Type 3 crews that were adequately trained

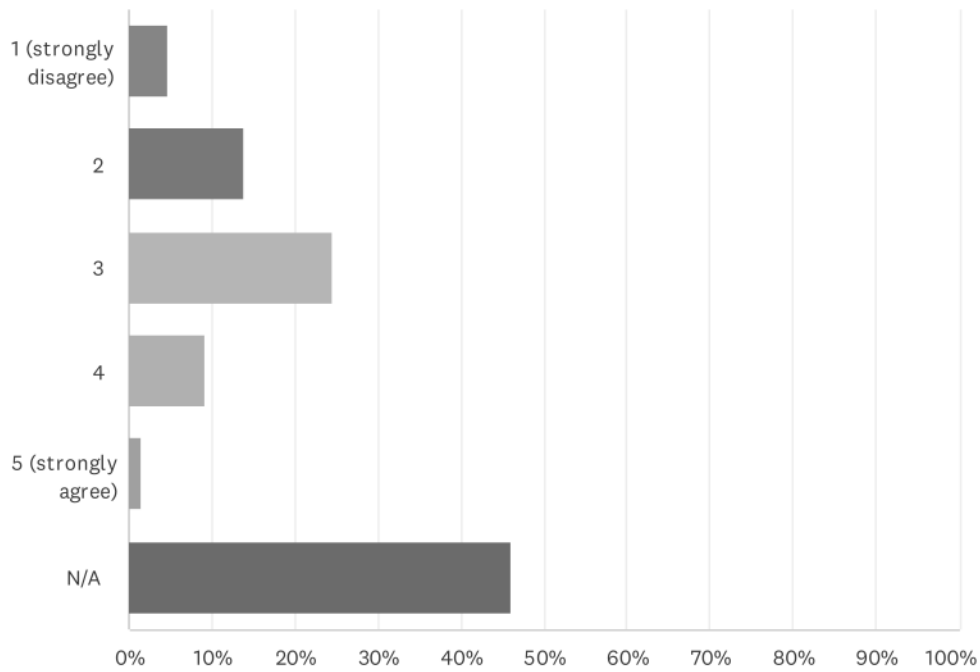
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	7.69%	5
2	12.31%	8
3	26.15%	17
4	12.31%	8
5 (strongly agree)	3.08%	2
N/A	38.46%	25
TOTAL		65

Q19 You were able to successfully correct poor performances by Cariboo Type 3 crews

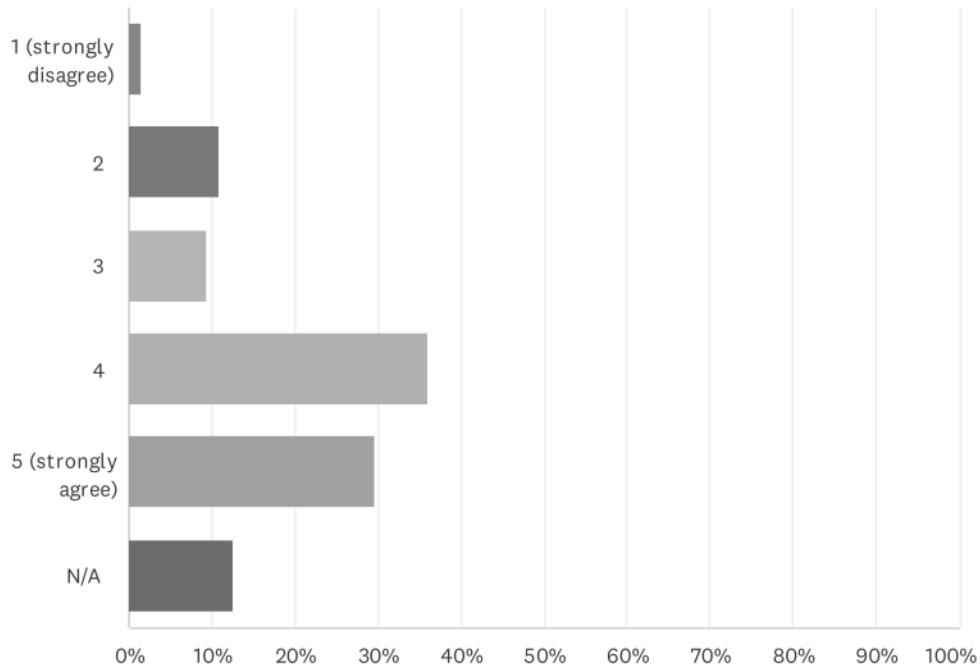
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.62%	3
2	13.85%	9
3	24.62%	16
4	9.23%	6
5 (strongly agree)	1.54%	1
N/A	46.15%	30
TOTAL		65

Q20 You received adequate operational briefings when working on an incident in the Cariboo Fire Centre

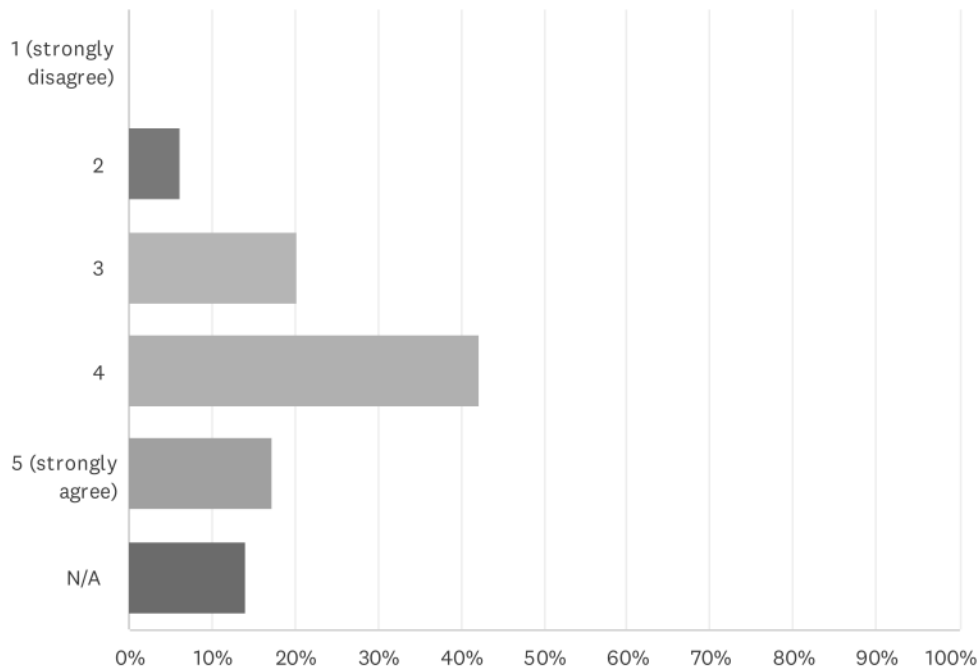
Answered: 64 Skipped: 38



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.56%	1
2	10.94%	7
3	9.38%	6
4	35.94%	23
5 (strongly agree)	29.69%	19
N/A	12.50%	8
TOTAL		64

Q21 Supervision was maintained throughout tasks when working in the Cariboo Fire Centre

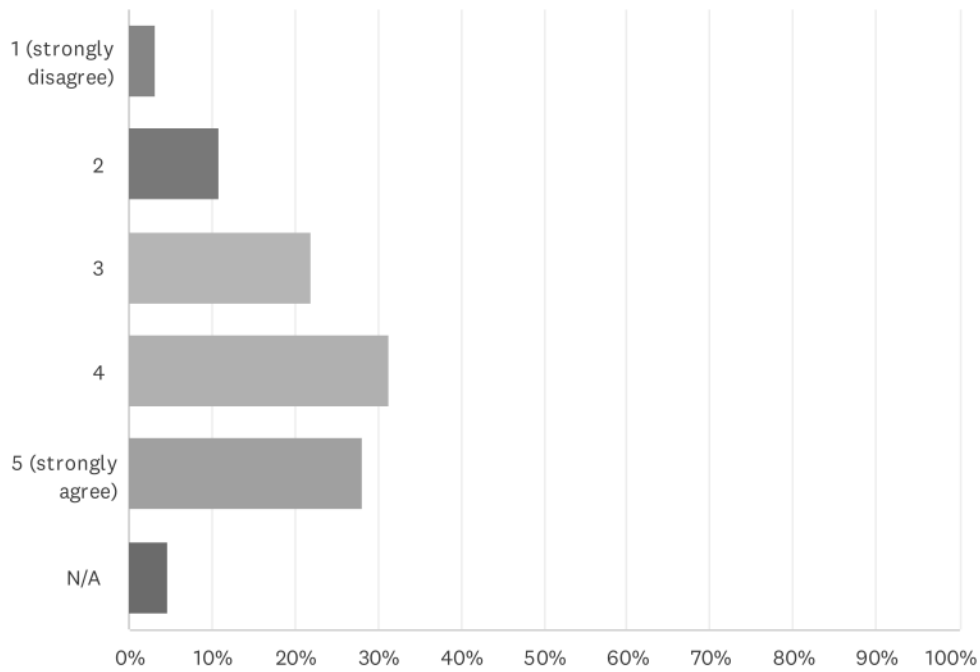
Answered: 64 Skipped: 38



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	6.25%	4
3	20.31%	13
4	42.19%	27
5 (strongly agree)	17.19%	11
N/A	14.06%	9
TOTAL		64

Q22 You felt supported in the role you were deployed within the Cariboo Fire Centre

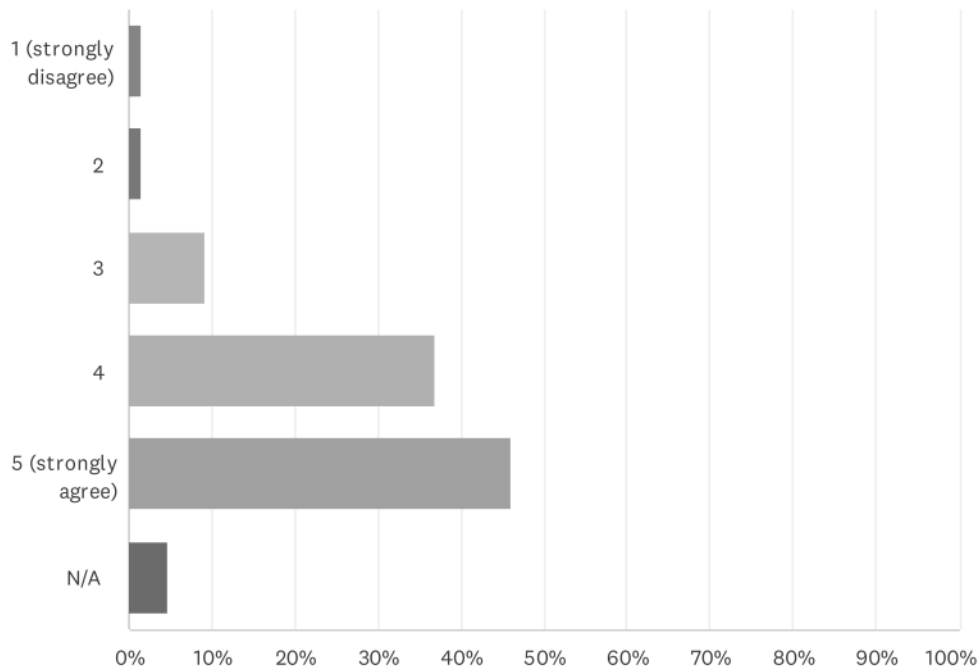
Answered: 64 Skipped: 38



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	3.13%	2
2	10.94%	7
3	21.88%	14
4	31.25%	20
5 (strongly agree)	28.13%	18
N/A	4.69%	3
TOTAL		64

Q23 You were deployed in a role that suited your skill set within the Cariboo Fire Centre

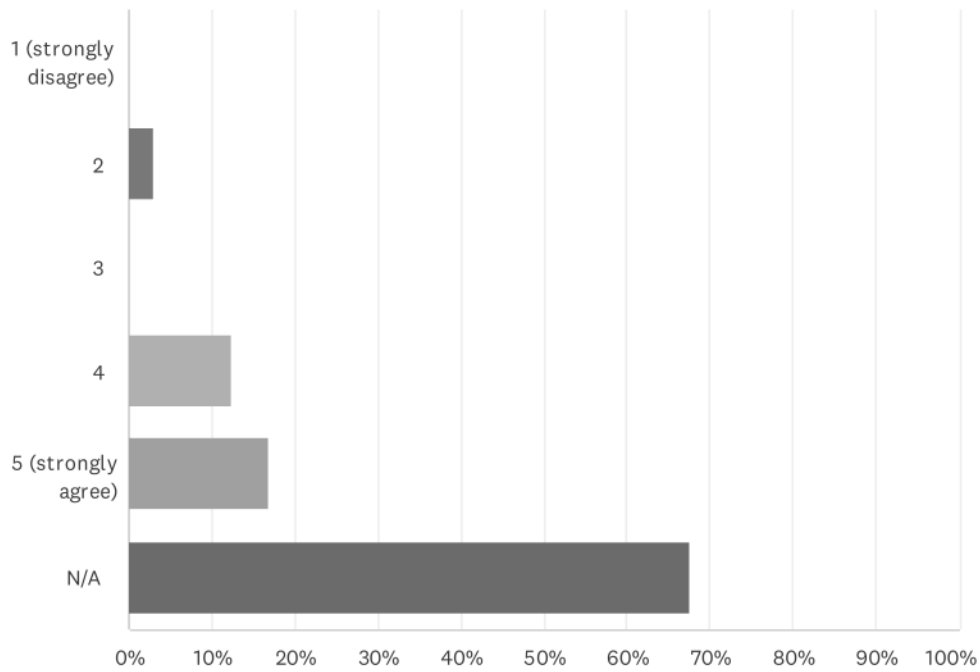
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	1.54%	1
3	9.23%	6
4	36.92%	24
5 (strongly agree)	46.15%	30
N/A	4.62%	3
TOTAL		65

Q24 After completing a Book 3, you are aware of the limitations that a faller might have

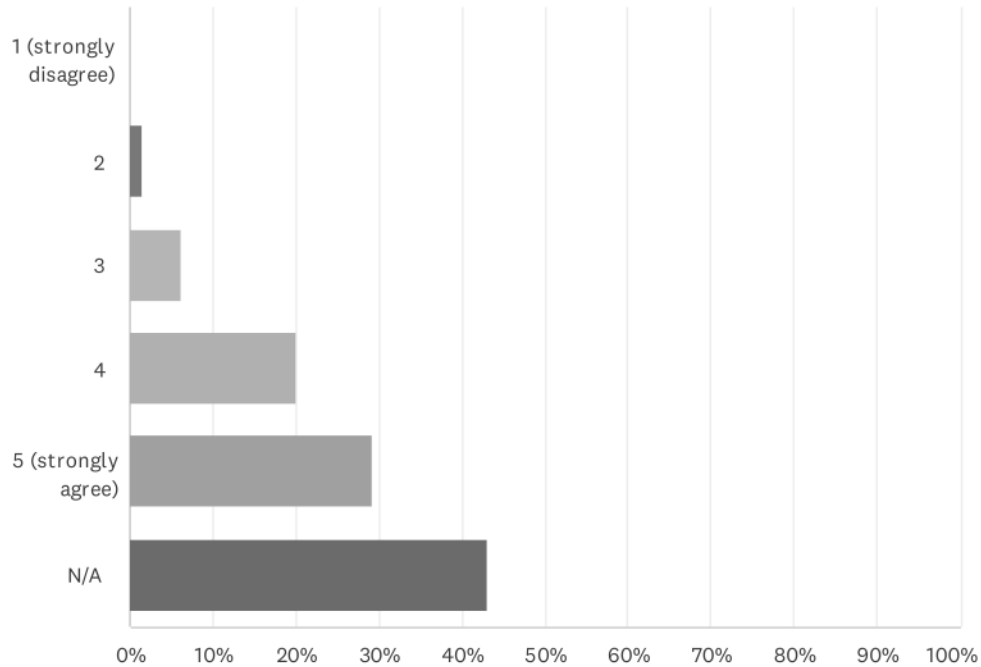
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	3.08%	2
3	0.00%	0
4	12.31%	8
5 (strongly agree)	16.92%	11
N/A	67.69%	44
TOTAL		65

Q25 You were satisfied with the local chainsaw training program

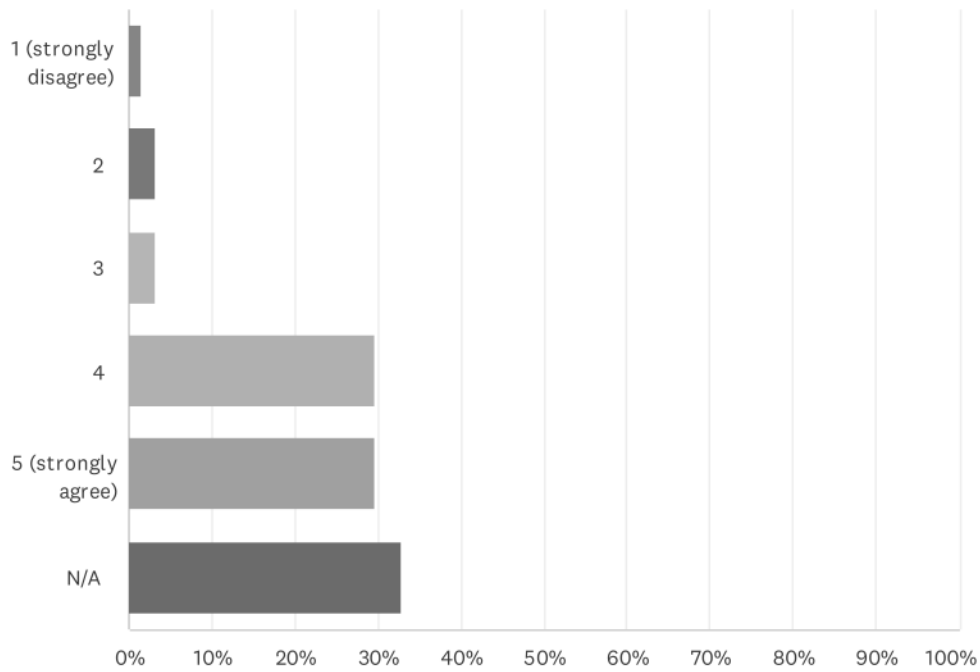
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	1.54%	1
3	6.15%	4
4	20.00%	13
5 (strongly agree)	29.23%	19
N/A	43.08%	28
TOTAL		65

Q26 You understand the progression of chainsaw training and experience and how it leads to certification

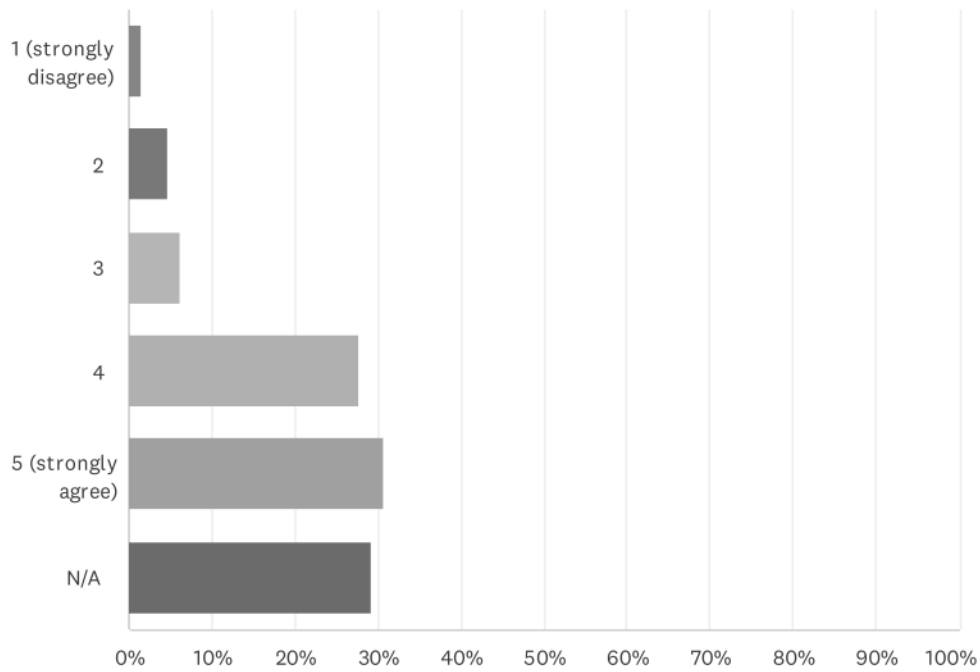
Answered: 64 Skipped: 38



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.56%	1
2	3.13%	2
3	3.13%	2
4	29.69%	19
5 (strongly agree)	29.69%	19
N/A	32.81%	21
TOTAL		64

Q27 You understand the requirements for faller supervision on an incident and project work

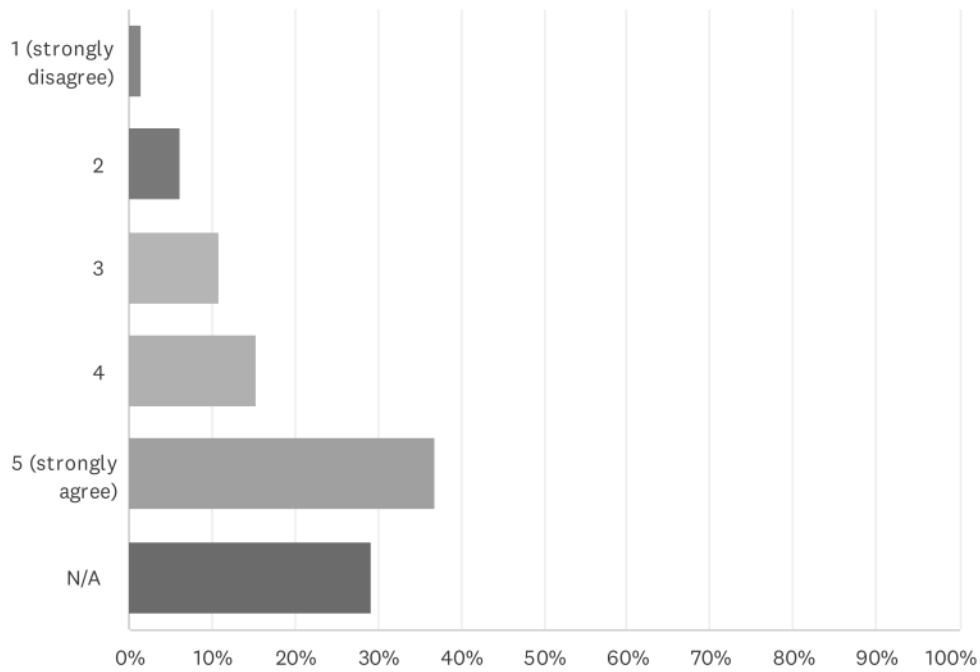
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	4.62%	3
3	6.15%	4
4	27.69%	18
5 (strongly agree)	30.77%	20
N/A	29.23%	19
TOTAL		65

Q28 You feel adequately educated on the difference between a qualified and certified faller

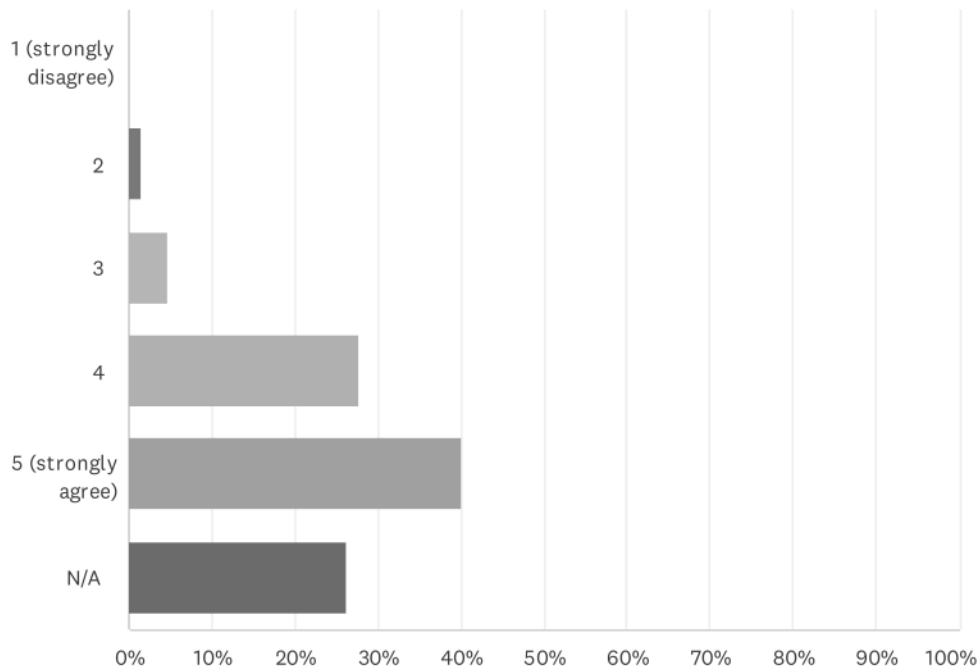
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	6.15%	4
3	10.77%	7
4	15.38%	10
5 (strongly agree)	36.92%	24
N/A	29.23%	19
TOTAL		65

Q29 You feel confident in your firefighting skills. If you disagree, explain why (e.g. not enough training, lack of saw skills)

Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	1.54%	1
3	4.62%	3
4	27.69%	18
5 (strongly agree)	40.00%	26
N/A	26.15%	17
TOTAL		65

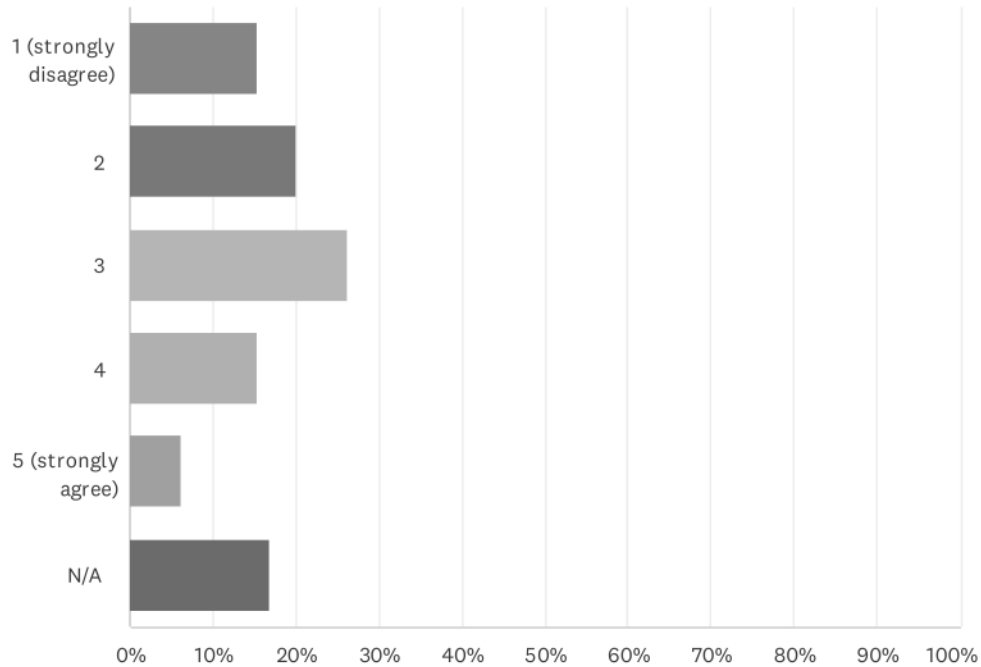
#	EXPLANATION	DATE
1	I am confident in what I can do. I enjoy the challenges. Almost all my training is through watching others so I'd say I'm undertrained but confident because of experience. I think we could do better providing feedback and individual training, personally I'd choose some form of on the fire mentorship from someone experienced over book training.	10/18/2018 9:20 AM
2	I worked exclusively at CFC Logistics, not in the field.	10/15/2018 2:25 PM
3	Only due to my own prior experience, not related to any recent training or orientations.	10/15/2018 10:17 AM
4	Stud from the feet up	10/12/2018 3:28 PM
5	Have not been out in an active fireline role for a number of years. Fill RWCC roles/positions.	10/12/2018 8:58 AM

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6	- not enough burning experience	10/11/2018 3:46 PM
7	Office job	10/9/2018 4:20 PM
8	I'm not a firefighter.	10/9/2018 3:54 PM
9	not enough training	10/9/2018 1:36 PM
10	I am confident in my skills so are my fire line supervisors (who have never provided negative feed back) however a certain fire centre staff member continues to put road blocks up for my development	10/9/2018 1:12 PM

Q30 You were able to complete administrative tasks between deployments

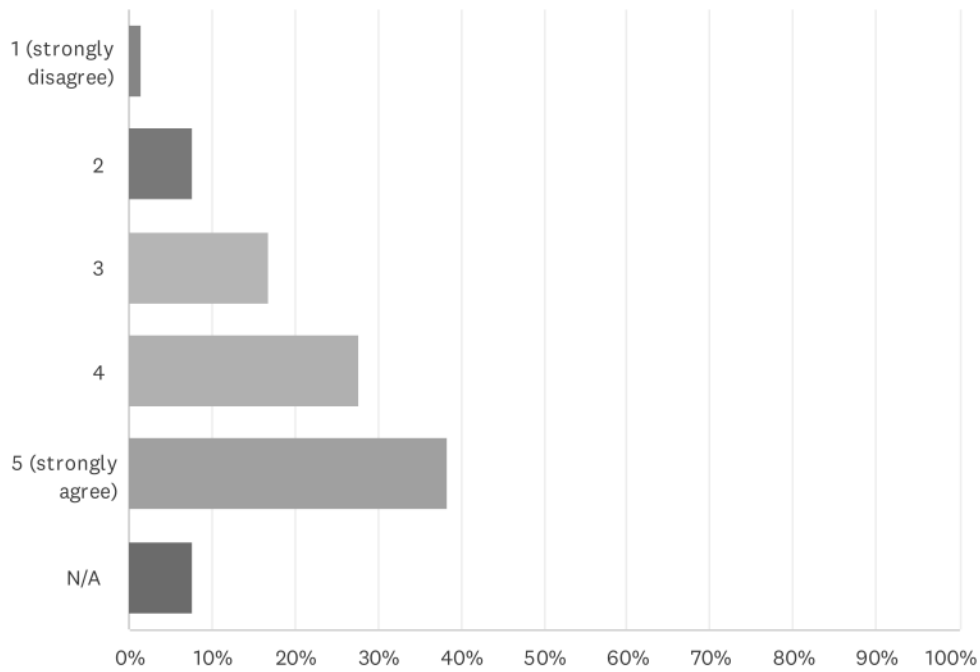
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	15.38%	10
2	20.00%	13
3	26.15%	17
4	15.38%	10
5 (strongly agree)	6.15%	4
N/A	16.92%	11
TOTAL		65

Q31 Resourcing shortfalls greatly impacted objectives when working in the Cariboo

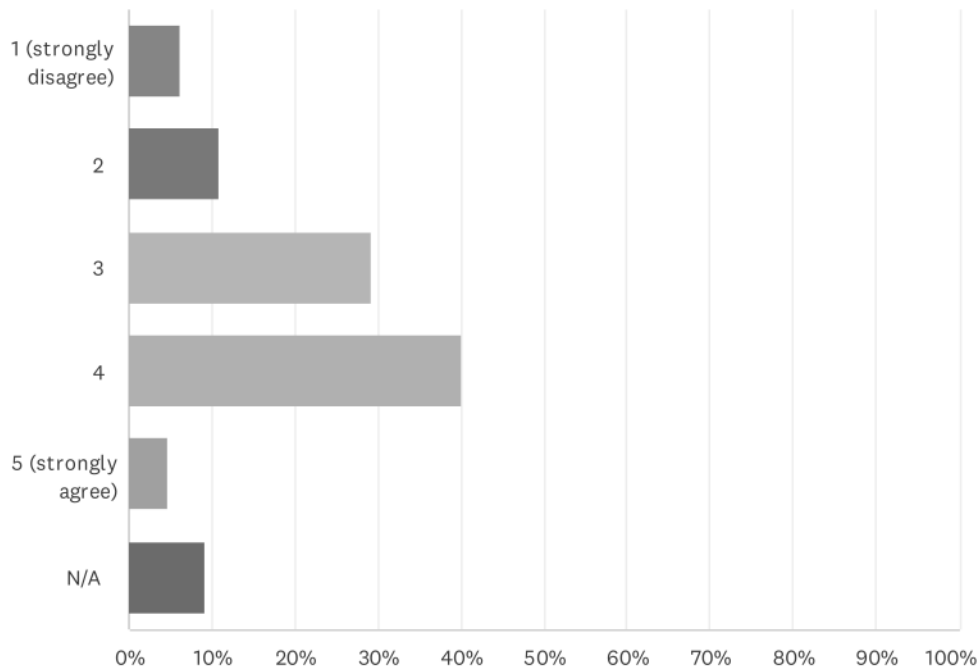
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	7.69%	5
3	16.92%	11
4	27.69%	18
5 (strongly agree)	38.46%	25
N/A	7.69%	5
TOTAL		65

Q32 You were able to overcome resourcing shortfalls while working in the Cariboo Fire Centre

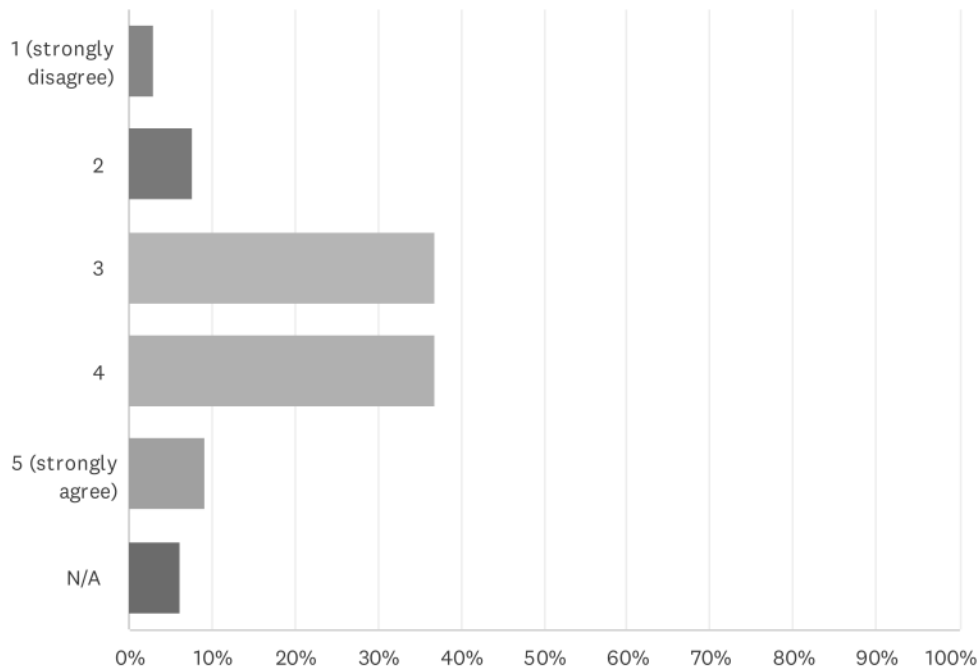
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	6.15%	4
2	10.77%	7
3	29.23%	19
4	40.00%	26
5 (strongly agree)	4.62%	3
N/A	9.23%	6
TOTAL		65

Q33 The RWCO/Centre Operations staff at the Cariboo Fire Centre provided clear expectations

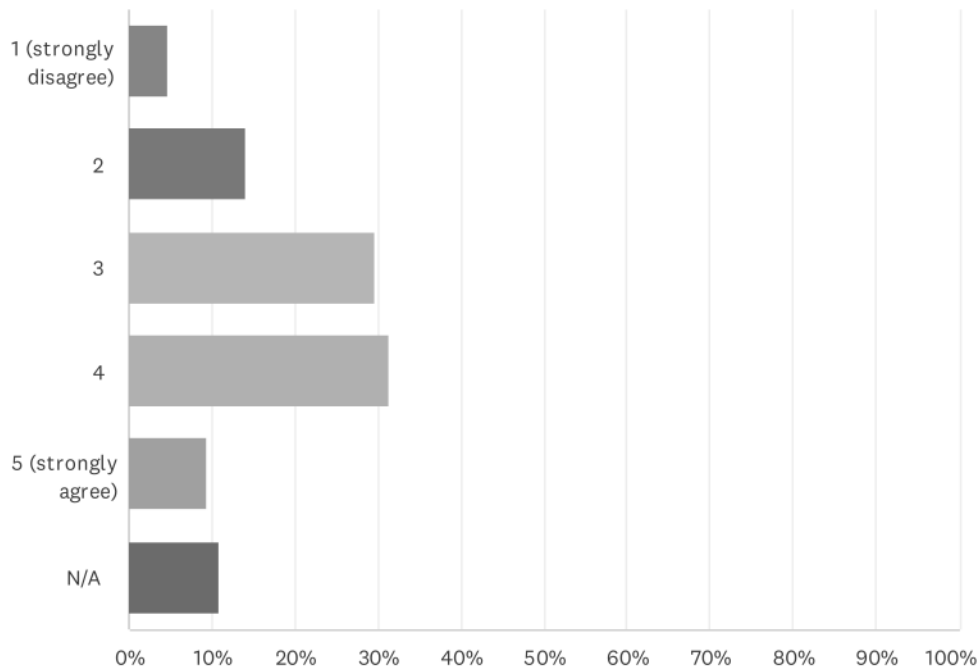
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	3.08%	2
2	7.69%	5
3	36.92%	24
4	36.92%	24
5 (strongly agree)	9.23%	6
N/A	6.15%	4
TOTAL		65

Q34 Other Cariboo coordination centre supervisors provided clear expectations (e.g. Logistics Officer, Plan Officer, Fire Information Officer)

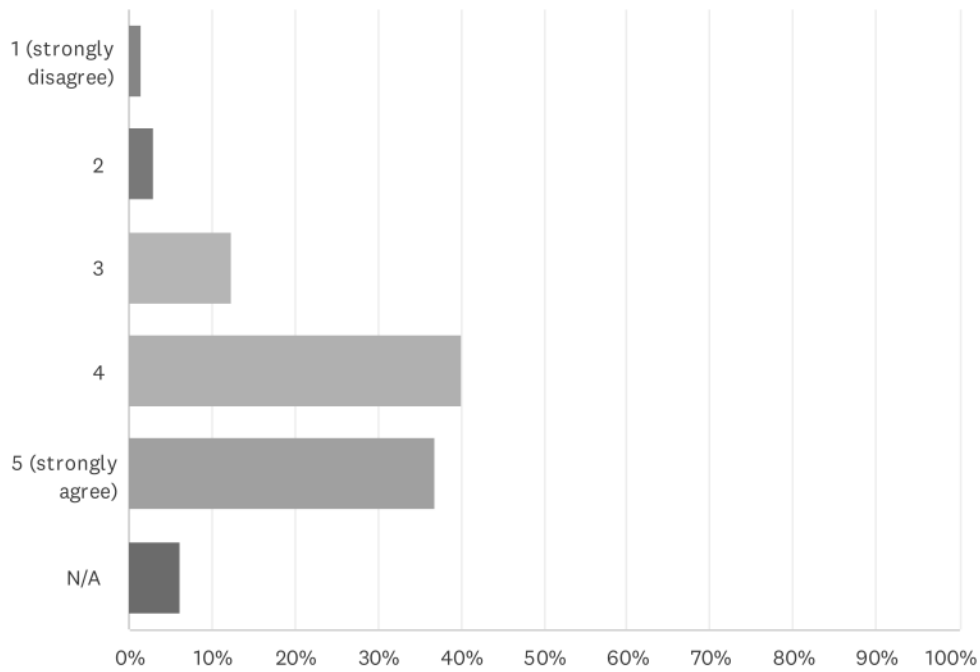
Answered: 64 Skipped: 38



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.69%	3
2	14.06%	9
3	29.69%	19
4	31.25%	20
5 (strongly agree)	9.38%	6
N/A	10.94%	7
TOTAL		64

Q35 You received the information you were seeking from Dispatch staff while working in the Cariboo Fire Centre

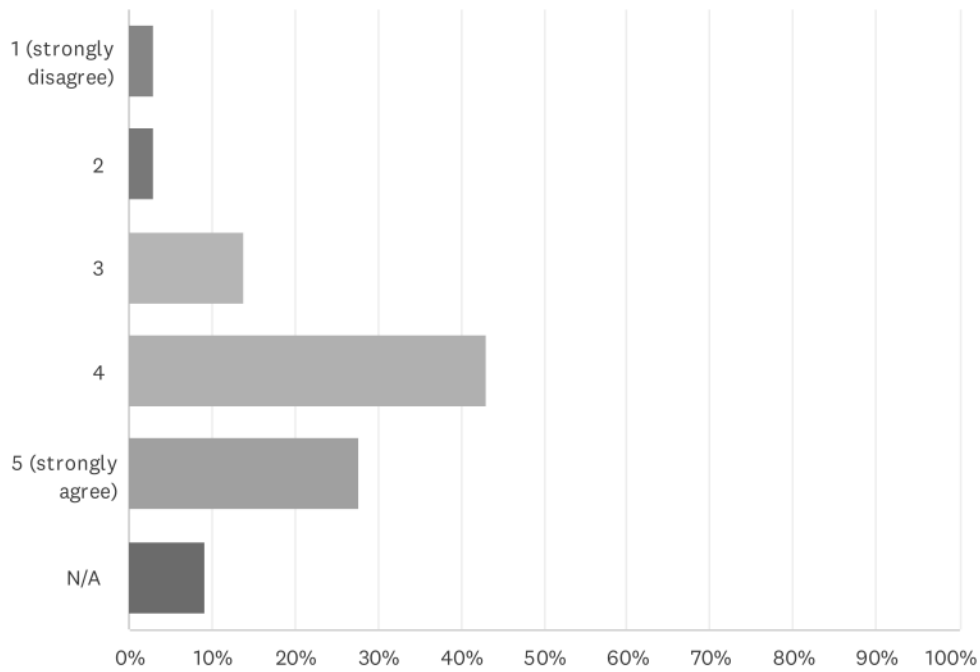
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.54%	1
2	3.08%	2
3	12.31%	8
4	40.00%	26
5 (strongly agree)	36.92%	24
N/A	6.15%	4
TOTAL		65

Q36 Dispatch hours in the Cariboo Fire Centre did not impede operational objectives

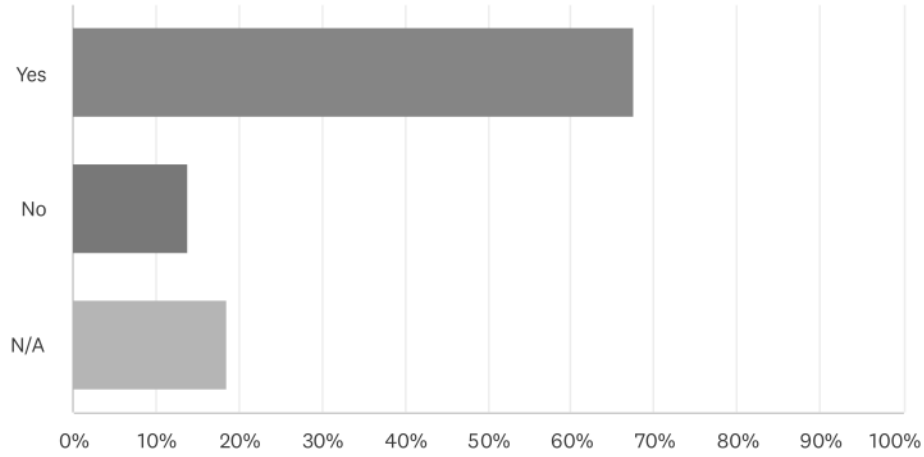
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	3.08%	2
2	3.08%	2
3	13.85%	9
4	43.08%	28
5 (strongly agree)	27.69%	18
N/A	9.23%	6
TOTAL		65

Q37 You populated the local staff tracker

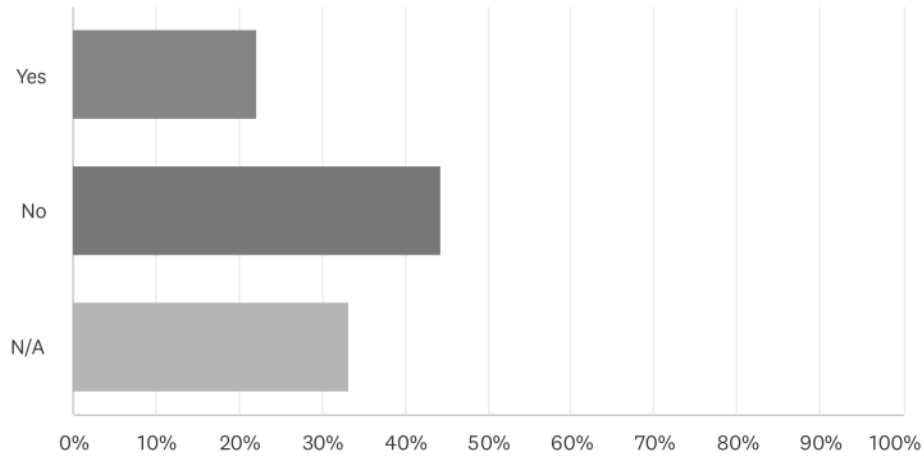
Answered: 65 Skipped: 37



ANSWER CHOICES	RESPONSES	
Yes	67.69%	44
No	13.85%	9
N/A	18.46%	12
TOTAL		65

Q38 You did not populate the staff tracker due to it being locked

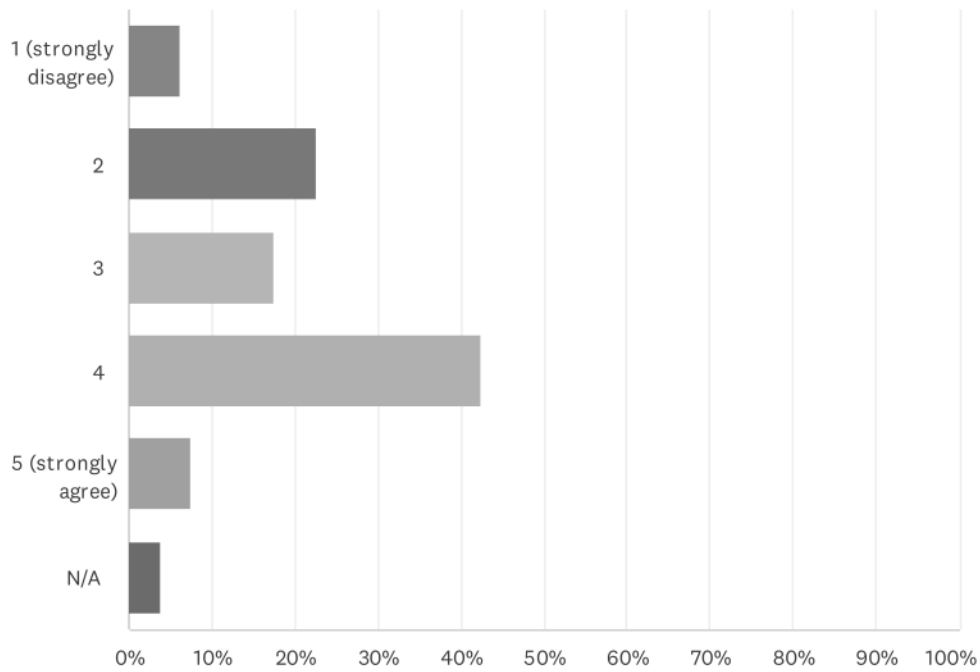
Answered: 9 Skipped: 93



ANSWER CHOICES	RESPONSES	
Yes	22.22%	2
No	44.44%	4
N/A	33.33%	3
TOTAL		9

Q39 You are comfortable with your understanding of the training selection process at the Cariboo Fire Centre

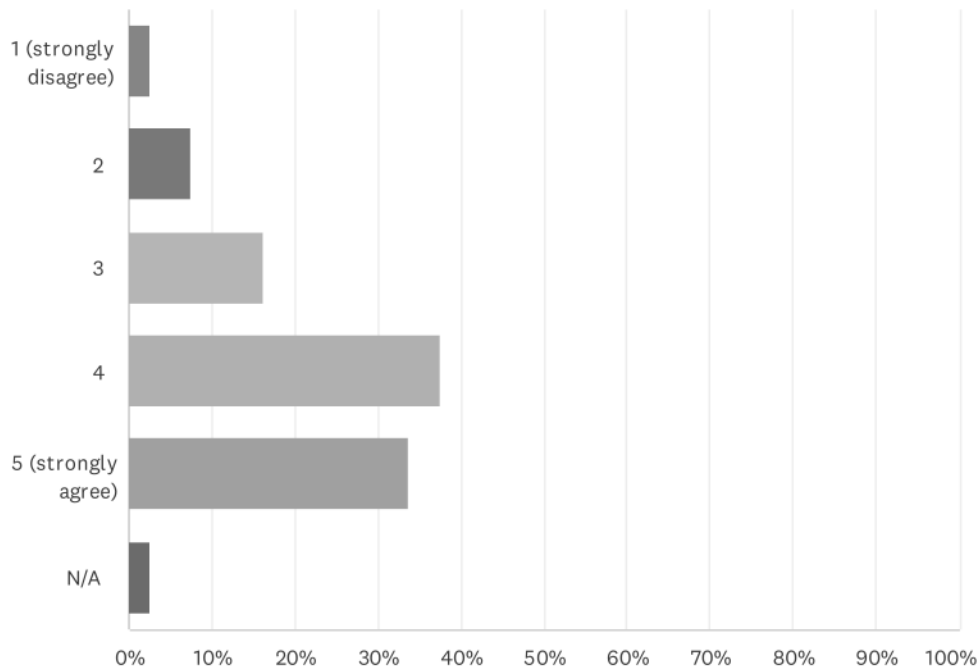
Answered: 80 Skipped: 22



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	6.25%	5
2	22.50%	18
3	17.50%	14
4	42.50%	34
5 (strongly agree)	7.50%	6
N/A	3.75%	3
TOTAL		80

Q40 You were adequately trained for the role you were assigned in the Cariboo this wildfire season

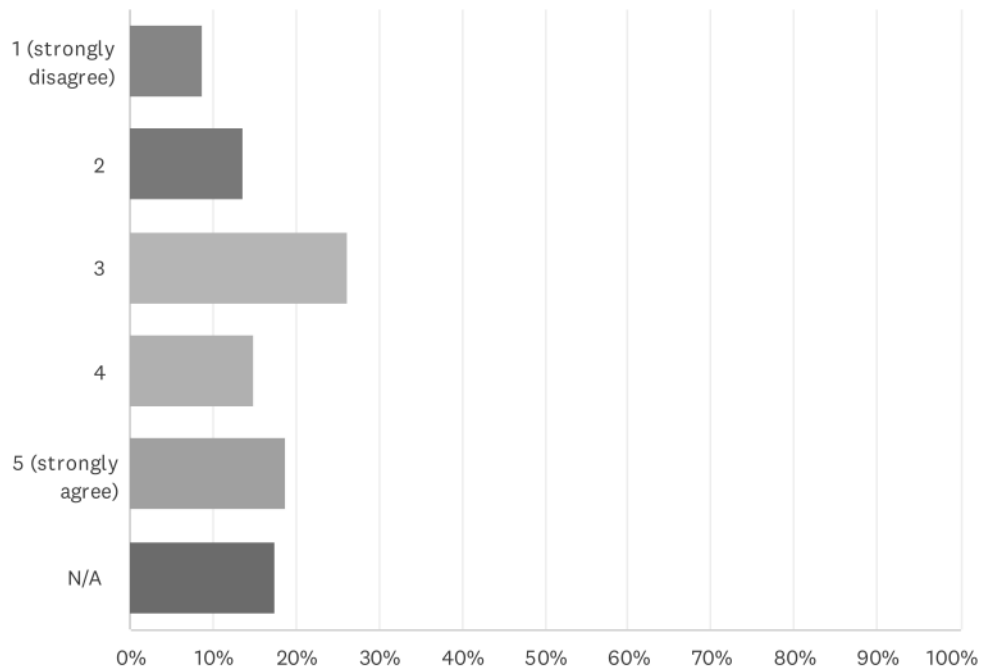
Answered: 80 Skipped: 22



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.50%	2
2	7.50%	6
3	16.25%	13
4	37.50%	30
5 (strongly agree)	33.75%	27
N/A	2.50%	2
TOTAL		80

Q41 Training courses are limiting your ability to achieve next level certification in the Cariboo Fire Centre

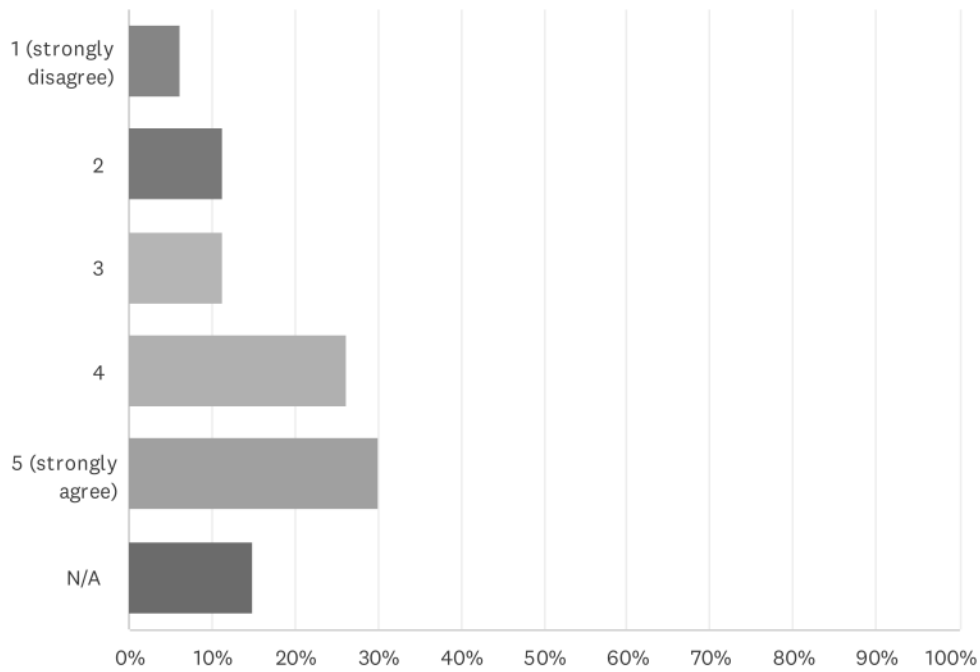
Answered: 80 Skipped: 22



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	8.75%	7
2	13.75%	11
3	26.25%	21
4	15.00%	12
5 (strongly agree)	18.75%	15
N/A	17.50%	14
TOTAL		80

Q42 You were given opportunities in the Cariboo Fire Centre to fulfill a role outside of your certification level

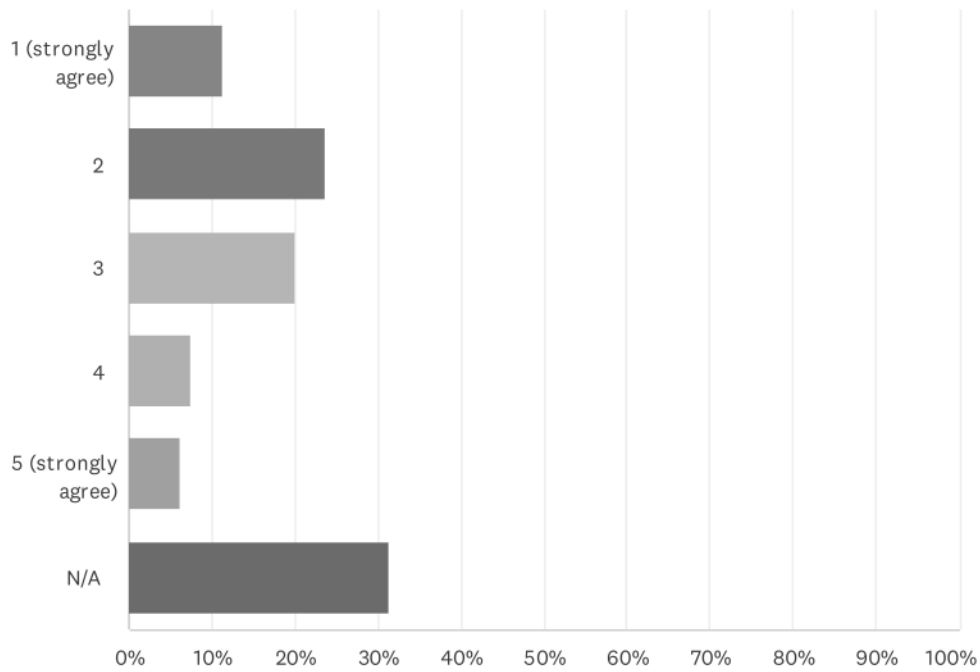
Answered: 80 Skipped: 22



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	6.25%	5
2	11.25%	9
3	11.25%	9
4	26.25%	21
5 (strongly agree)	30.00%	24
N/A	15.00%	12
TOTAL		80

Q43 Barriers in the Cariboo Fire Centre prevented you from reaching your training goals this season

Answered: 80 Skipped: 22



ANSWER CHOICES	RESPONSES
1 (strongly agree)	11.25% 9
2	23.75% 19
3	20.00% 16
4	7.50% 6
5 (strongly agree)	6.25% 5
N/A	31.25% 25
TOTAL	80

#	EXPLAIN WHAT THE BIGGEST BARRIER TO REACHING YOUR TRAINING GOALS THIS SEASON WERE	DATE
1	Biggest barrier was lack of opportunity, but I understand my role as crew leader and every role on the fire line is essential to successful operations.	10/22/2018 11:24 AM
2	Catching up on courses. My experience and roles are in front of the formal training.	10/18/2018 9:23 AM
3	staff shortages for replacements	10/17/2018 2:10 PM
4	Lack of opportunity in a role with greater responsibility	10/15/2018 2:27 PM
5	Lack of courses and lack of mentorship	10/15/2018 1:02 PM
6	Lack of communication/awareness of schedules, so I missed courses I need.	10/15/2018 10:18 AM

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7	Fires prevented experience in other section (i.e. plans,logs,FOC)	10/15/2018 9:38 AM
8	Dispatch was very up and down with being busy, and ensuring there was adequate coverage limited who could do certain in class training.	10/15/2018 9:29 AM
9	I break down walls, I don't put em up	10/12/2018 3:29 PM
10	I wasn't made aware of a specific course being offered until it had passed, which was required for certification.	10/12/2018 9:54 AM
11	Due to no fault of the fire centre, the fires I was on were not behaving aggressively or very tactically challenging. This limited experience and growth.	10/12/2018 9:41 AM
12	There were none for me	10/12/2018 8:59 AM
13	Lack of courses available offered by BCWS	10/11/2018 11:23 AM
14	QFT course was cancelled.... oh well	10/11/2018 10:24 AM
15	The training was not offered to Tier 2 TEAMS, or was not communicated to us.	10/11/2018 8:52 AM
16	No training offered early season	10/10/2018 9:46 AM
17	These both (1 and 5) say strongly agree. I did not experience barriers.	10/9/2018 4:21 PM
18	Finding the time, as a TEAMS member, is the most limiting factor.	10/9/2018 4:01 PM
19	1 I strongly Disagree - however I disliked the online training course for GIS duties, as I have trouble learning in that style (I prefer auditory or with a mentor).	10/9/2018 3:25 PM
20	No issues for myself	10/9/2018 3:20 PM
21	Balancing the fire season workload with falling training opportunities	10/9/2018 2:35 PM
22	specialty courses are given to regular full time staff over Auxiliaries. this does not build capacity.	10/9/2018 2:16 PM
23	lack of cariboo staff resources to even discuss training needs, I approached the Deputy fire centre manager regarding one item, but there was no time to follow up as they were still busy from last year	10/9/2018 1:17 PM
24	the RWCO only utilizing my skills when a state of emergency was put into place 2 years in a row	10/9/2018 1:14 PM
25	I just show up and do what is put forward, I have no training goals I am a TEAMS member.	10/9/2018 1:07 PM

Q44 Are there any other local training related topics that you felt were successful or could be improved? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 27 Skipped: 75

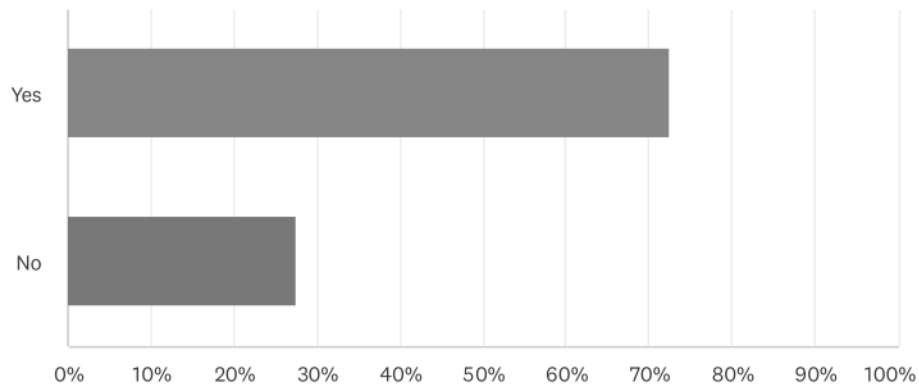
#	RESPONSES	DATE
1	I think more adequate training for type 3 crews would be beneficial, BCWS type 1 crews could be utilized to set up training days with type 3 crews to increase effectiveness and efficiency. It would even be beneficial to have training days the involved BCWS Crews and type 2 caribou crews to increase overall performance.	10/22/2018 11:24 AM
2	The addition of two full time QST's was extremely useful for crews that have no trainers on them.	10/18/2018 3:14 PM
3	I do like that it seems we are moving towards training in house or within the centre with more train the trainer courses being offered. e.g. ATV or Heavy Equipment. On crews in my experience most training comes informally from experienced firefighters on the crew. It makes sense to enable these individuals to teach the right way and have that training recognized. I think we need to continue down this path so people will have the proper formal knowledge before or at the same time as the experience and then have opportunity to be certified. I think there is also opportunity to work more with industry in training as this is something we are doing more on the fireline. We are doing this with falling but I think there are other areas such as line locating where this would be beneficial.	10/18/2018 9:23 AM
4	Training for regular staff/TEAMS should occur outside the "field season".	10/15/2018 3:26 PM
5	One-on-one meeting with CFC supervisor to discuss current and future role, training, and expectations.	10/15/2018 2:27 PM
6	More local fire weather/behaviour courses, as well as DTA.	10/15/2018 10:18 AM
7	Have new roster members fill positions (I.e. plans, logs, FOC) in slow months	10/15/2018 9:38 AM
8	n/a	10/15/2018 9:30 AM
9	Ensuring there is proper training for new employees	10/15/2018 9:29 AM
10	better clarification on certifications and what specifically you need to achieve those certifications	10/12/2018 10:54 AM
11	Offering more than one TEAMS meeting (like the one on May 24, 2018) would be helpful. I was unable to attend the one meeting so I missed an opportunity to learn more about certification and applying for training - as well as other important TEAMS info. Additionally, it would be great if there was a system for people to express interest in any potential training courses so that BCWS could gauge interest in each one and offer the training to all of the interested/applicable people when it came up.	10/12/2018 9:54 AM
12	I would like to see more training opportunities to be provided in the shoulder season, specifically the spring. This is a time for knowledge transfer that was not utilized this year.	10/12/2018 9:41 AM
13	host more courses and give more opportunities for staff to take courses	10/11/2018 12:31 PM
14	Higher level crew members often top out of training opportunities. Using local experts to present information sharing sessions in their respective fields could promote continuously learning amongst crew members.	10/11/2018 10:24 AM
15	More qualified logistics Chiefs with supervisor skills.	10/10/2018 11:50 AM
16	Make training available to crews if members are planning on starting early or staying for late season	10/10/2018 9:46 AM
17	More clear direction on what is needed and expected.	10/9/2018 4:28 PM

Cariboo Fire Centre Staff Survey - Fall 2018

18	There are to many different processes between the different fire centres that makes it difficult to learn and increase stress during a deployment.	10/9/2018 4:01 PM
19	I wish more training was being offered before the end of my term.	10/9/2018 3:57 PM
20	Provincially we are short in plans and Logistics; we need more trainees and up and comers. Training would form part of that solution.	10/9/2018 3:20 PM
21	A hands on heavy equipment course may be of benefit to staff.. This would allow field / operational staff a better understanding of heavy equipment limitations, safe working standards for works on slopes, and understand what to look for when ordering equipment to your fire.	10/9/2018 2:30 PM
22	Early season	10/9/2018 2:29 PM
23	An official process should be put in place for working directly out of a fire zone office, training on this would help eliminate gaps and duplication of work between zone office and fire centre.	10/9/2018 2:25 PM
24	there should be an intake for teams staff, and clear notice of the classes over 30 days for teams staff as they have to juggle their base jobs	10/9/2018 1:17 PM
25	s.22 Does a great job no issues	10/9/2018 1:14 PM
26	make the training schedule doc available more easily to all	10/9/2018 1:10 PM
27	n/a	10/9/2018 1:06 PM

Q45 Did you work with aviation resources in any capacity your fire season role? (If you select no, you will be taken to the next survey section)

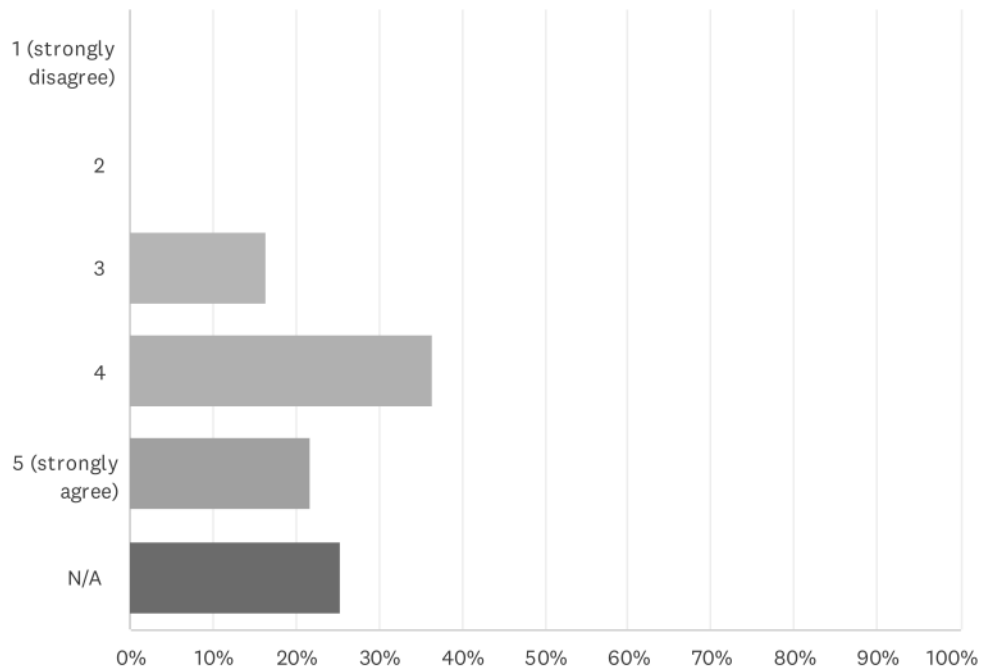
Answered: 80 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes	72.50%	58
No	27.50%	22
TOTAL		80

Q46 Fuel bowsers were utilized when appropriate in the Cariboo Fire Centre

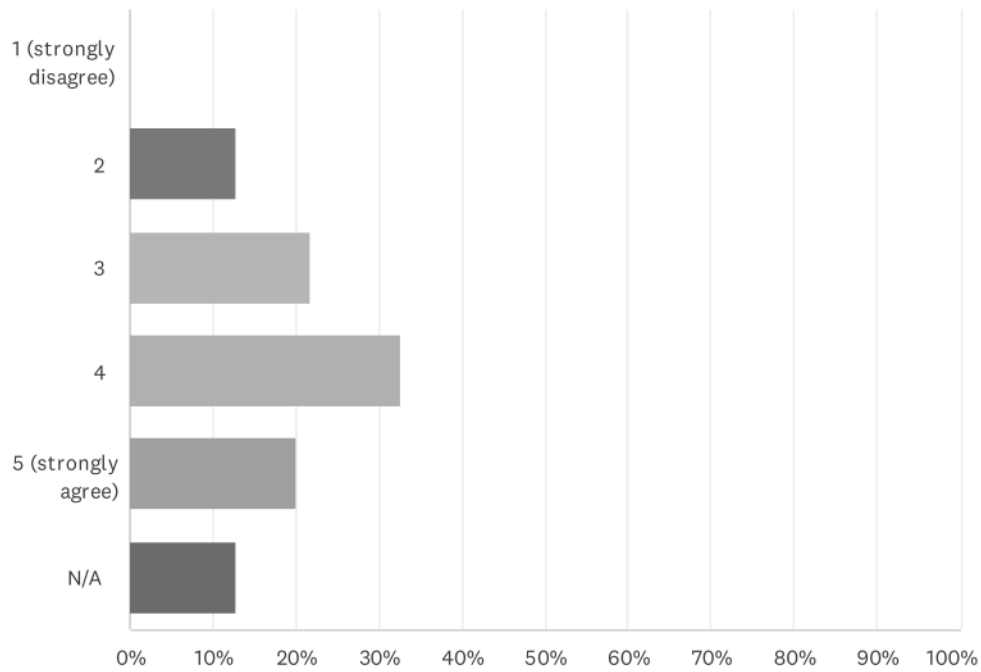
Answered: 55 Skipped: 47



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	0.00%	0
3	16.36%	9
4	36.36%	20
5 (strongly agree)	21.82%	12
N/A	25.45%	14
TOTAL		55

Q47 When requested to the Cariboo Fire Centre, aviation resources arrived in an adequate timeframe

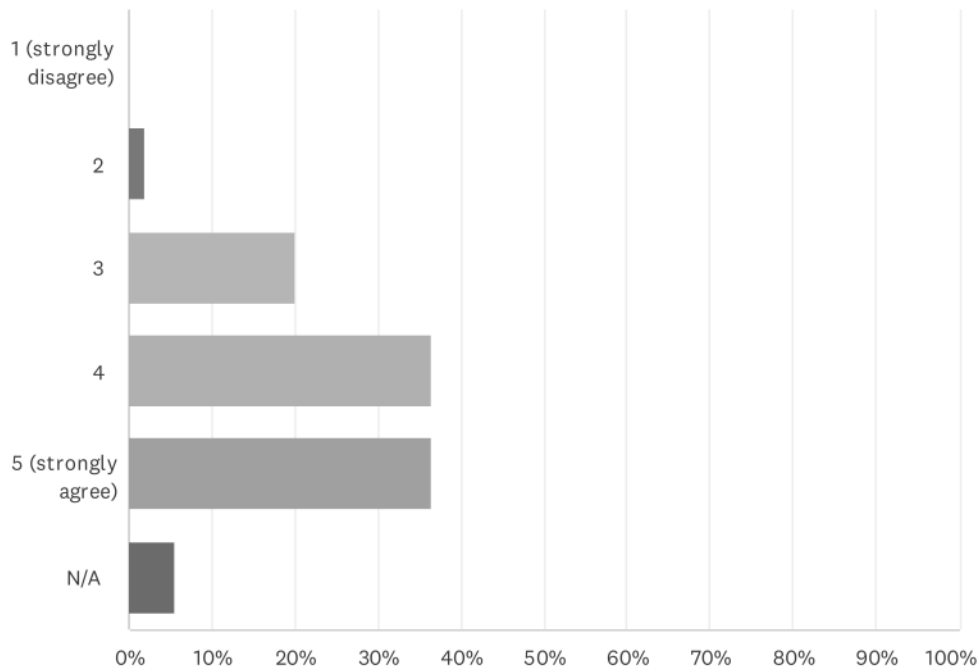
Answered: 55 Skipped: 47



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	12.73%	7
3	21.82%	12
4	32.73%	18
5 (strongly agree)	20.00%	11
N/A	12.73%	7
TOTAL		55

Q48 Cariboo aviation resources effectively met the objectives asked of them

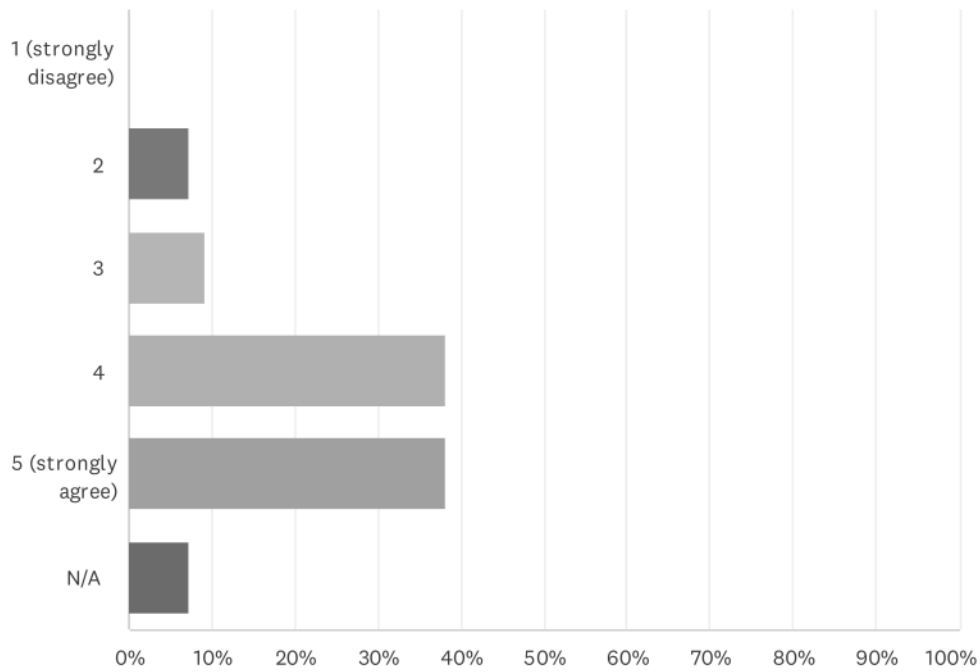
Answered: 55 Skipped: 47



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	1.82%	1
3	20.00%	11
4	36.36%	20
5 (strongly agree)	36.36%	20
N/A	5.45%	3
TOTAL		55

Q49 You clearly understood the process for reporting aviation safety concerns to the Cariboo Fire Centre

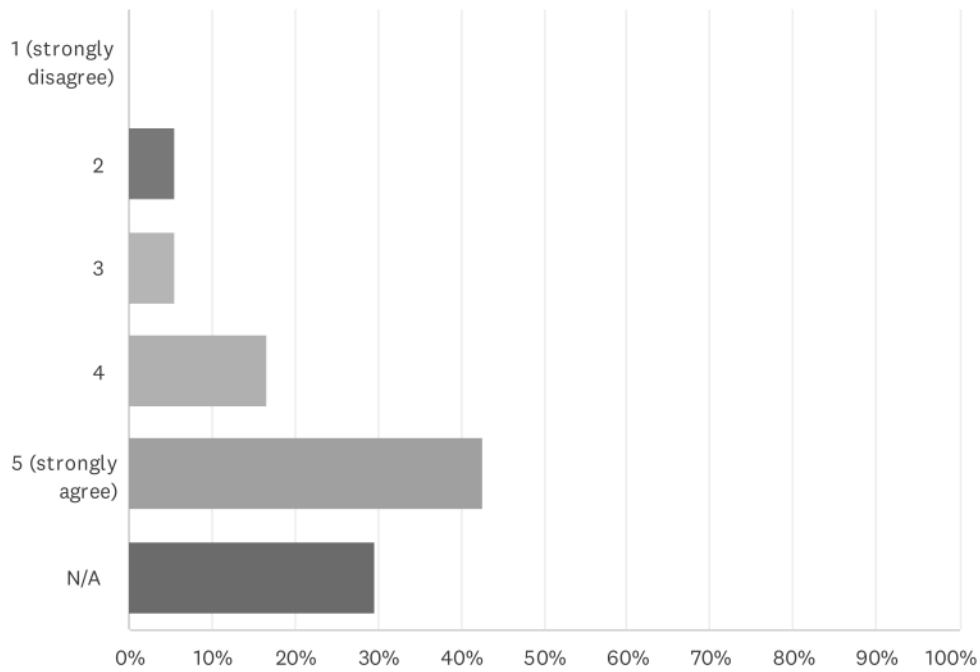
Answered: 55 Skipped: 47



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	7.27%	4
3	9.09%	5
4	38.18%	21
5 (strongly agree)	38.18%	21
N/A	7.27%	4
TOTAL		55

Q50 All aviation safety occurrences that you witnessed were reported to the Cariboo Fire Centre

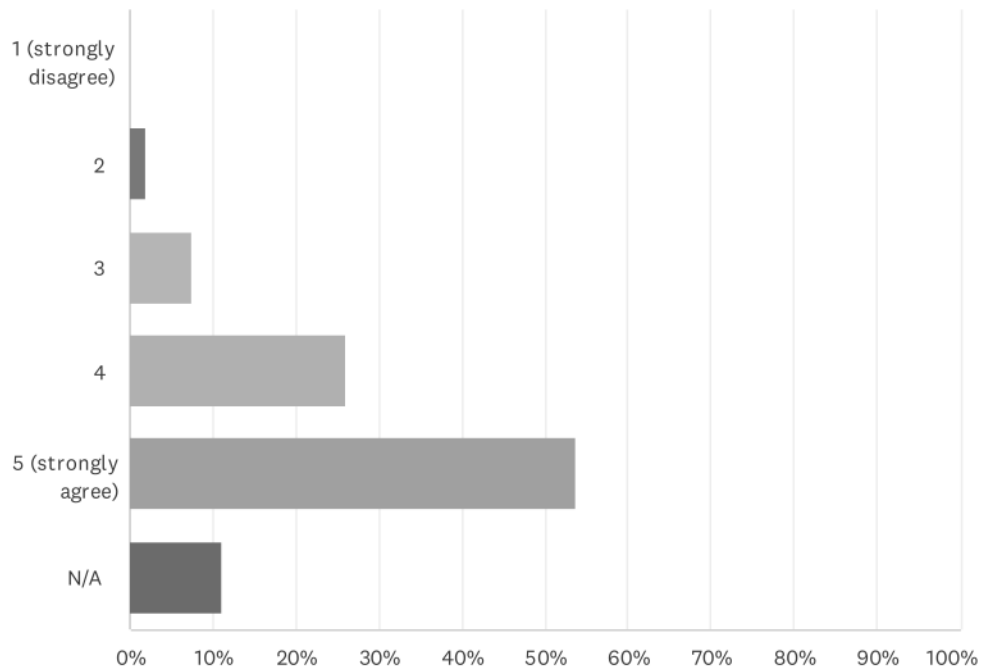
Answered: 54 Skipped: 48



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	5.56%	3
3	5.56%	3
4	16.67%	9
5 (strongly agree)	42.59%	23
N/A	29.63%	16
TOTAL		54

Q51 You received or administered adequate aviation safety briefings when in the Cariboo Fire Centre

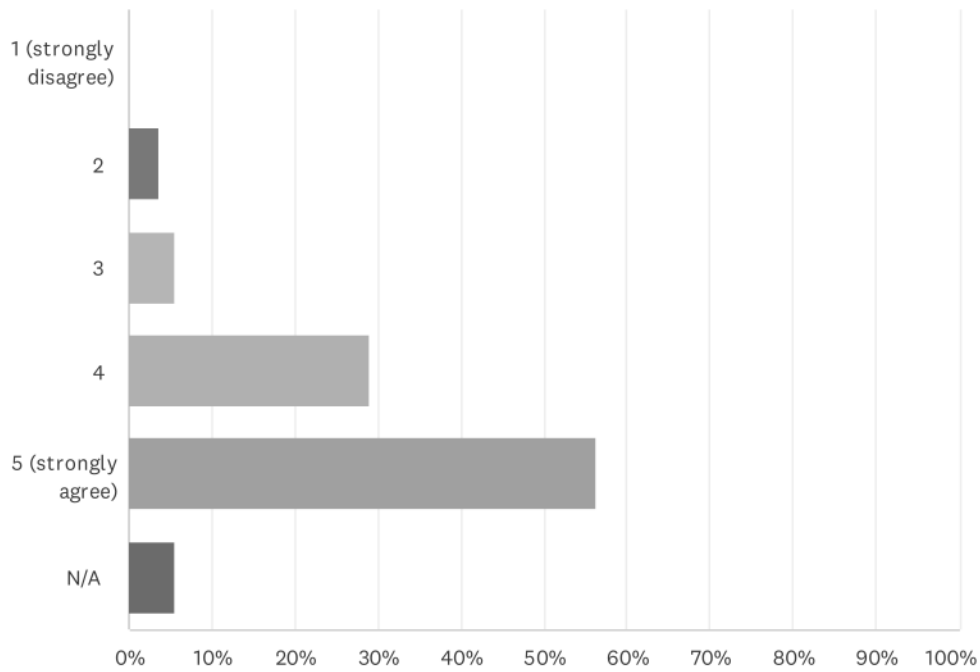
Answered: 54 Skipped: 48



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	1.85%	1
3	7.41%	4
4	25.93%	14
5 (strongly agree)	53.70%	29
N/A	11.11%	6
TOTAL		54

Q52 Pilots whose home base is the Cariboo Fire were professional and approachable

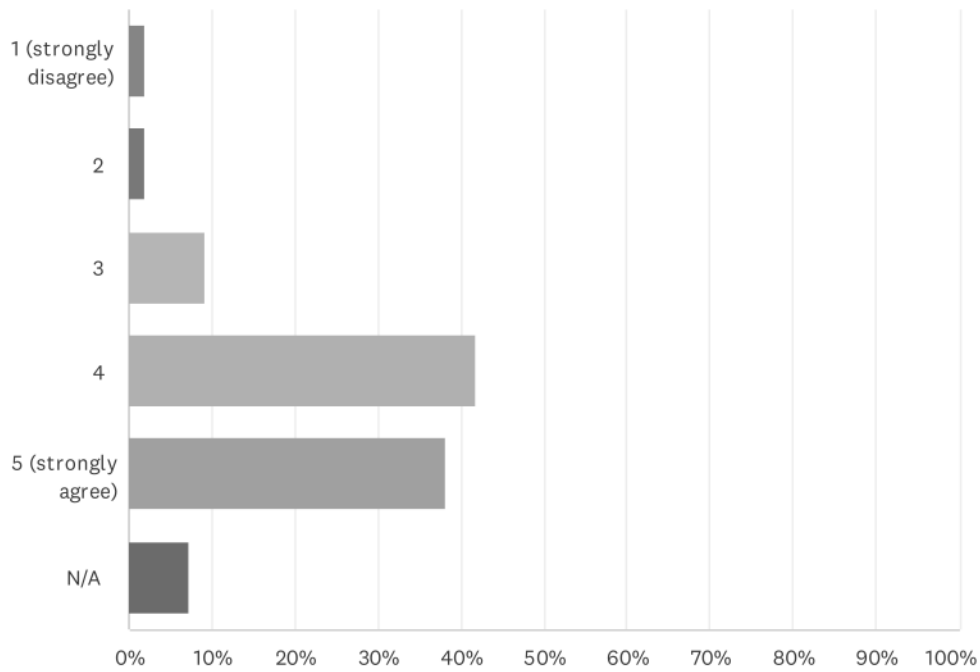
Answered: 55 Skipped: 47



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	3.64%	2
3	5.45%	3
4	29.09%	16
5 (strongly agree)	56.36%	31
N/A	5.45%	3
TOTAL		55

Q53 You felt that out of centre aircraft met the same standards as local aircraft companies

Answered: 55 Skipped: 47



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.82%	1
2	1.82%	1
3	9.09%	5
4	41.82%	23
5 (strongly agree)	38.18%	21
N/A	7.27%	4
TOTAL		55

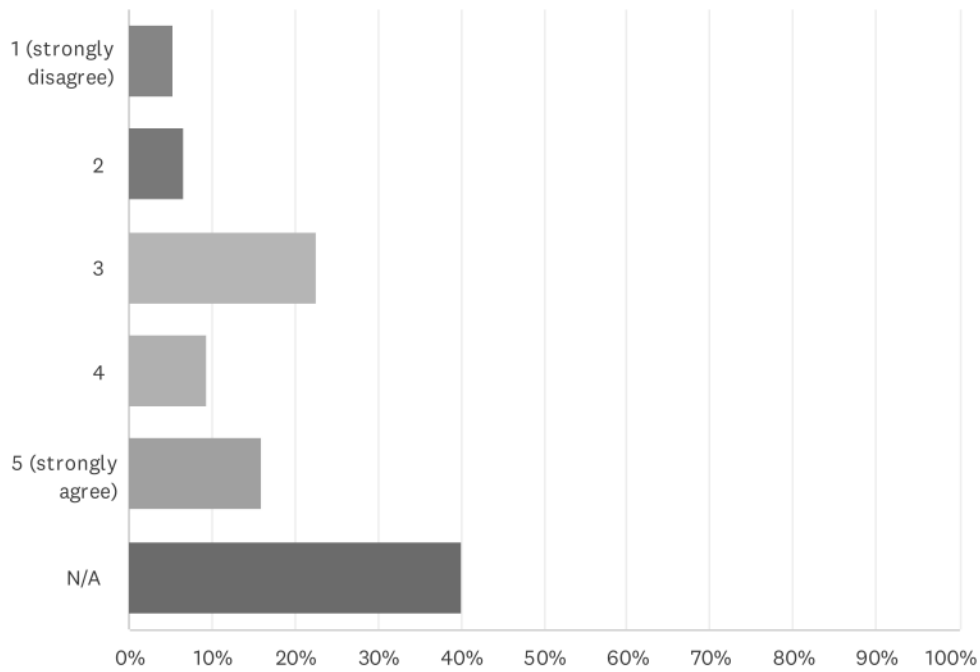
Q54 Are there any other local aviation related topics that you felt were successful or could be improved? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 8 Skipped: 94

#	RESPONSES	DATE
1	I thought the utilization of intermediate helicopters for initial attack was successful rather than using lights	10/15/2018 8:24 PM
2	Fire Centre Aviation should stop pressuring IMT's as too when air assets should be released.	10/15/2018 1:07 PM
3	pilots should be limited to fewer days to avoid fatigue as busy seasons progress.	10/12/2018 10:55 AM
4	I found it very difficult to extract 14 people of a fire in a jet ranger. A stars are nice	10/12/2018 9:48 AM
5	Sometimes it would be more effective and efficient to be briefed per helicopter type, and not every single machine if there isn't anything exceedingly different on the individual machine.	10/10/2018 9:47 AM
6	Proper allocation to incidents needs to be reviewed. Currently achievable incidents get starved of critical aviation resources, while unachievable objectives receive continued support. Aviation resources must be moved more frequently between existing incidents.	10/10/2018 9:08 AM
7	Would like to see a larger level of field training such as working under, or with suspended loads.	10/9/2018 2:32 PM
8	talk with tweedsmuir air about the notam around active fires	10/9/2018 1:32 PM

Q55 The yearly zone visits by Cariboo CWS staff are beneficial to me and answered my questions

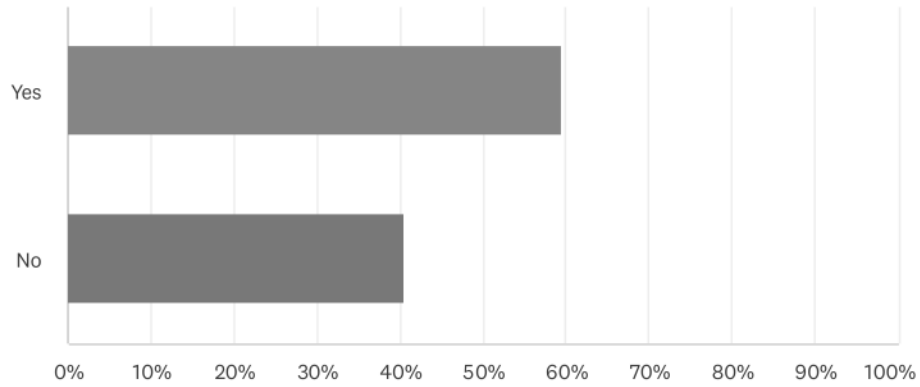
Answered: 75 Skipped: 27



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	5.33%	4
2	6.67%	5
3	22.67%	17
4	9.33%	7
5 (strongly agree)	16.00%	12
N/A	40.00%	30
TOTAL		75

Q56 Do you have a purchase card?

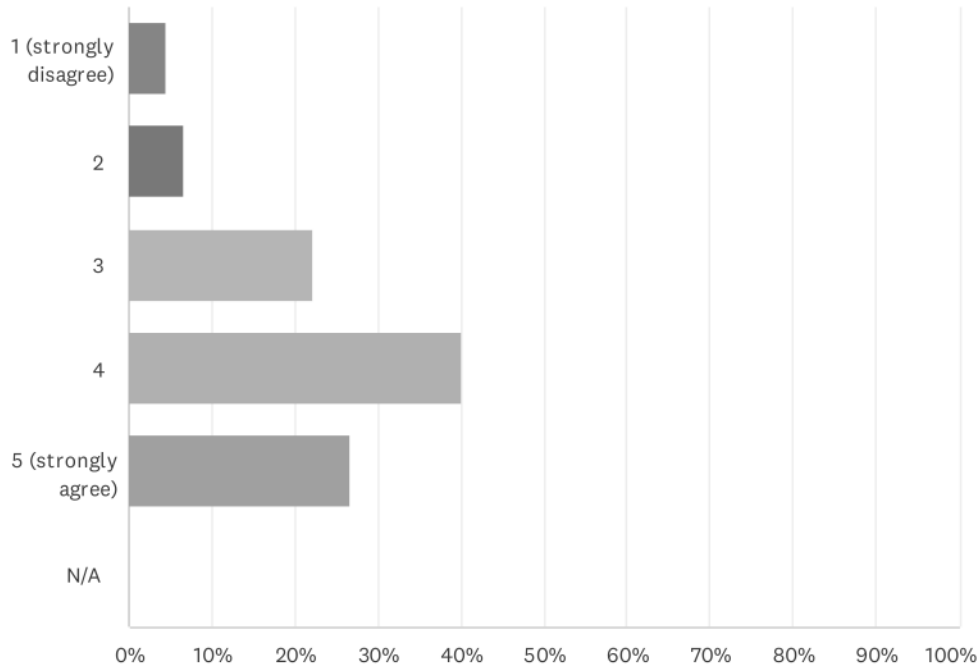
Answered: 74 Skipped: 28



ANSWER CHOICES	RESPONSES	
Yes	59.46%	44
No	40.54%	30
TOTAL		74

Q57 You feel adequately trained in the new purchase card register process

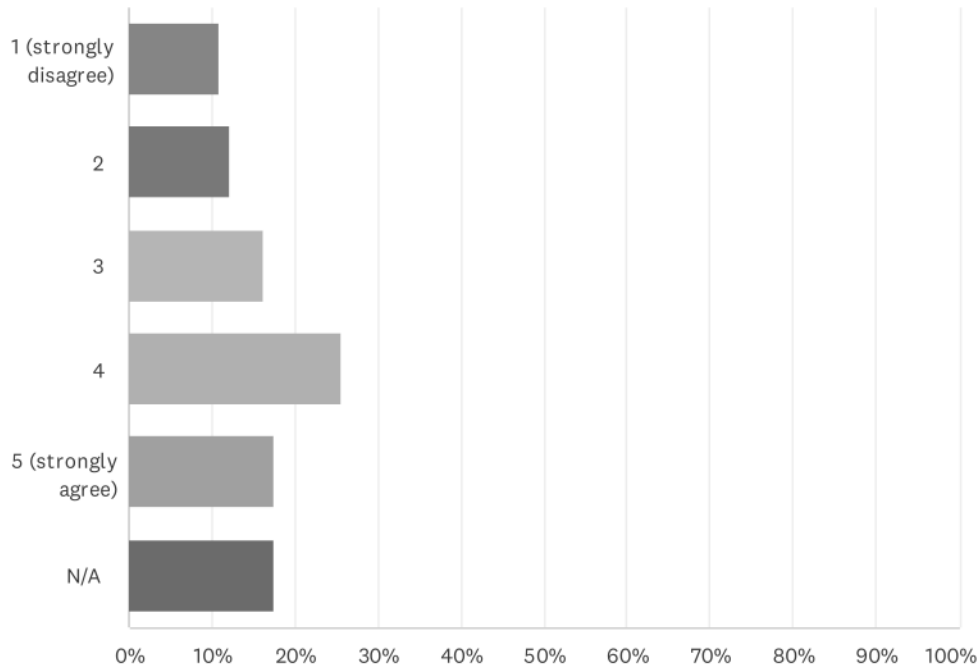
Answered: 45 Skipped: 57



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.44%	2
2	6.67%	3
3	22.22%	10
4	40.00%	18
5 (strongly agree)	26.67%	12
N/A	0.00%	0
TOTAL		45

Q58 You feel adequately trained to find the proper coding to be used for BMO and iExpense.

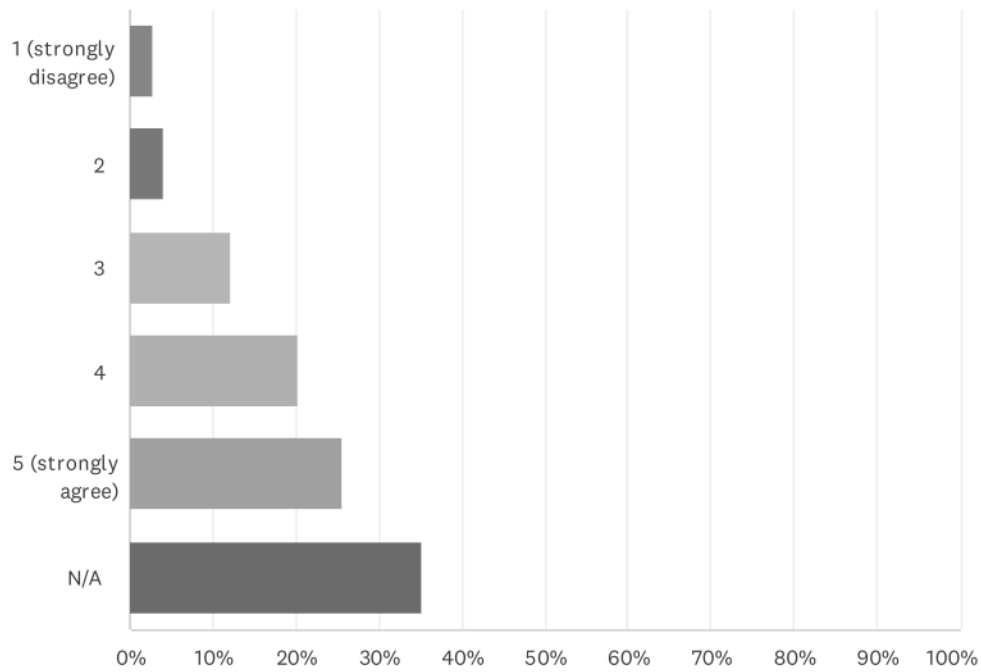
Answered: 74 Skipped: 28



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	10.81%	8
2	12.16%	9
3	16.22%	12
4	25.68%	19
5 (strongly agree)	17.57%	13
N/A	17.57%	13
TOTAL		74

Q59 Having a zone contact in in the Cariboo Fire Centre CWS was beneficial

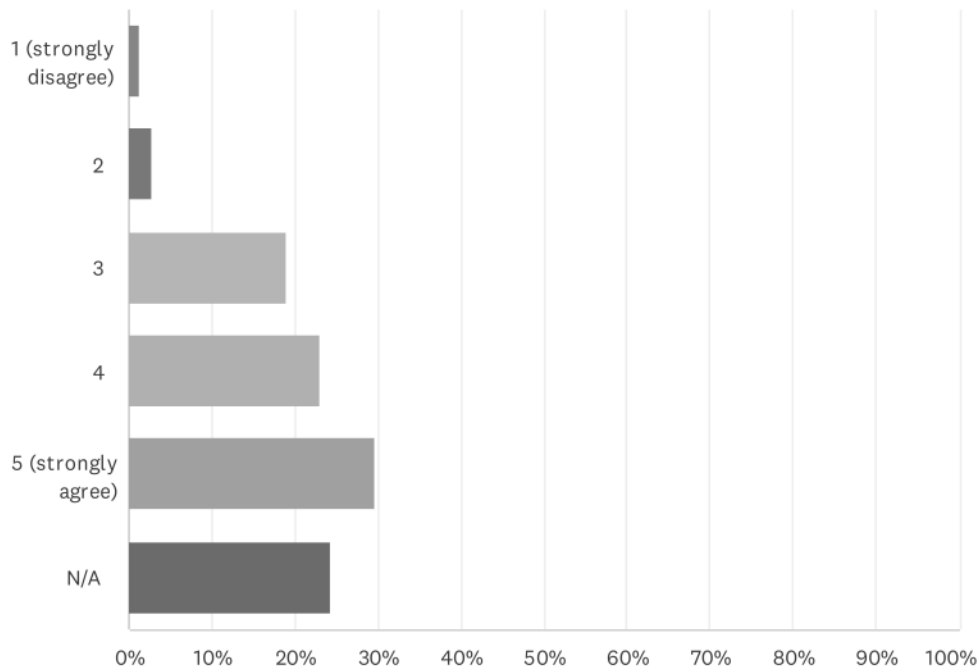
Answered: 74 Skipped: 28



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.70%	2
2	4.05%	3
3	12.16%	9
4	20.27%	15
5 (strongly agree)	25.68%	19
N/A	35.14%	26
TOTAL		74

Q60 Local CWS did their best to answer all of my questions and I felt satisfied with their responses

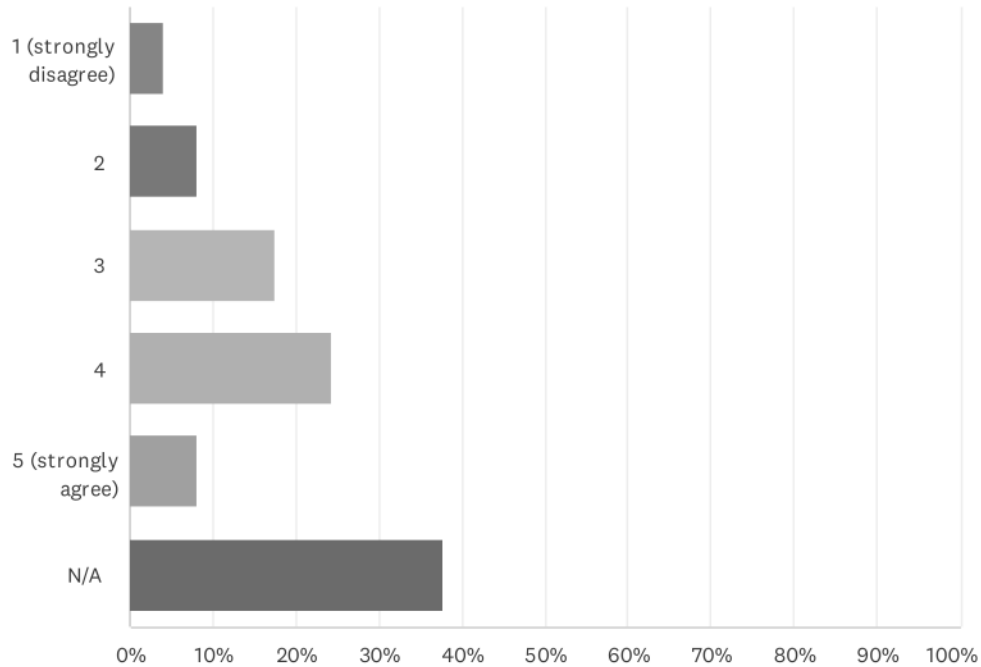
Answered: 74 Skipped: 28



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.35%	1
2	2.70%	2
3	18.92%	14
4	22.97%	17
5 (strongly agree)	29.73%	22
N/A	24.32%	18
TOTAL		74

Q61 Scanning receipts for purchase cards worked well

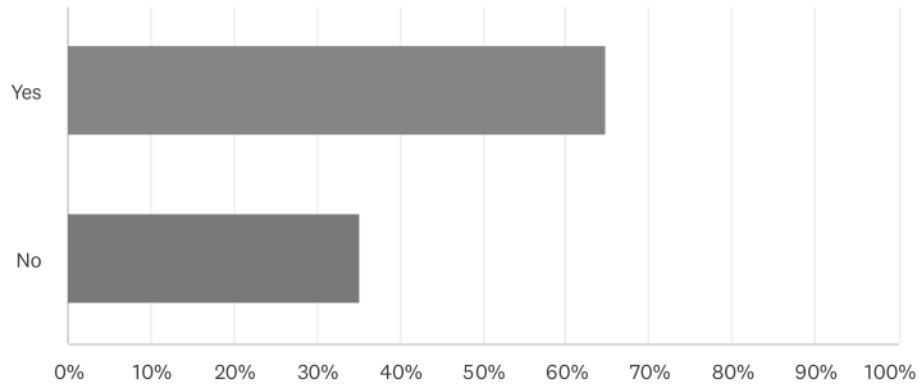
Answered: 74 Skipped: 28



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.05%	3
2	8.11%	6
3	17.57%	13
4	24.32%	18
5 (strongly agree)	8.11%	6
N/A	37.84%	28
TOTAL		74

Q62 Do you deal with DTRs in your role?

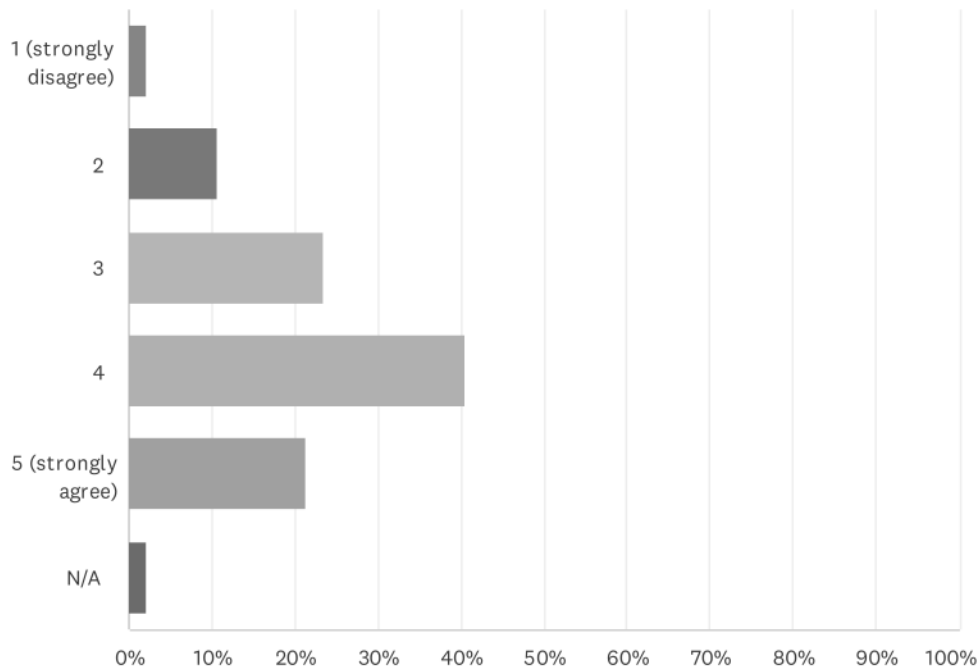
Answered: 74 Skipped: 28



ANSWER CHOICES	RESPONSES	
Yes	64.86%	48
No	35.14%	26
TOTAL		74

Q63 You feel adequately trained to fill out a DTR and what information is required

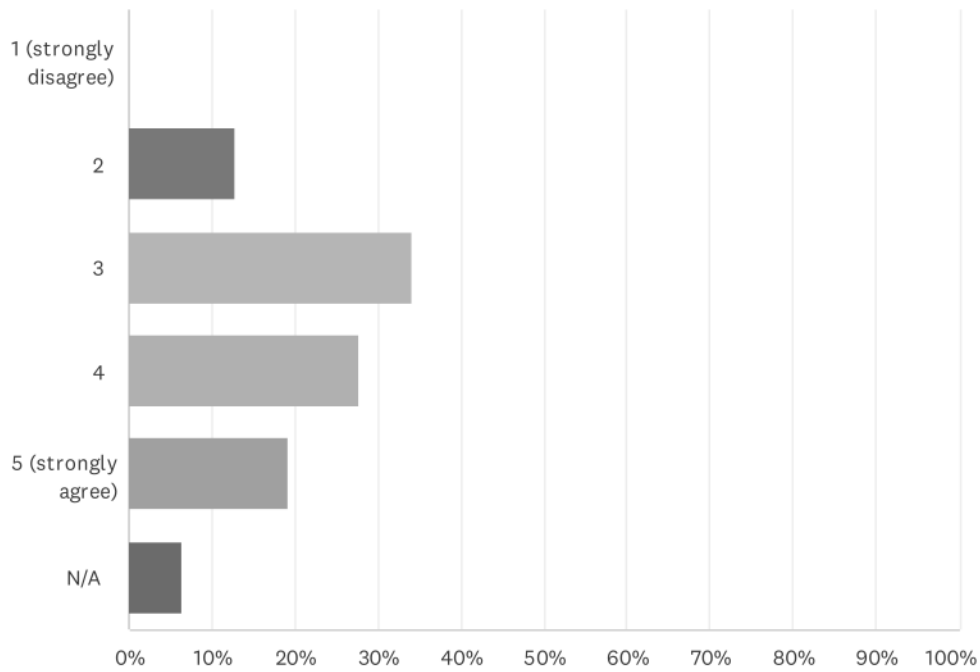
Answered: 47 Skipped: 55



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.13%	1
2	10.64%	5
3	23.40%	11
4	40.43%	19
5 (strongly agree)	21.28%	10
N/A	2.13%	1
TOTAL		47

Q64 You feel adequately trained to resolve a DTR dispute with a contractor and what to do when I am not comfortable signing off

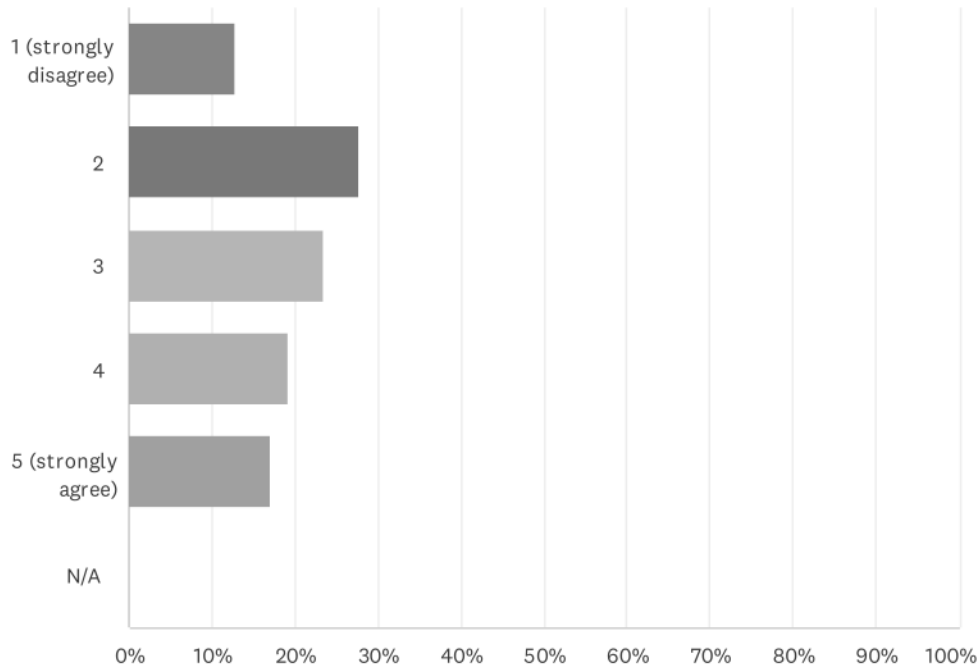
Answered: 47 Skipped: 55



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	12.77%	6
3	34.04%	16
4	27.66%	13
5 (strongly agree)	19.15%	9
N/A	6.38%	3
TOTAL		47

Q65 You feel adequately trained on when excessive travel applies and to whom.

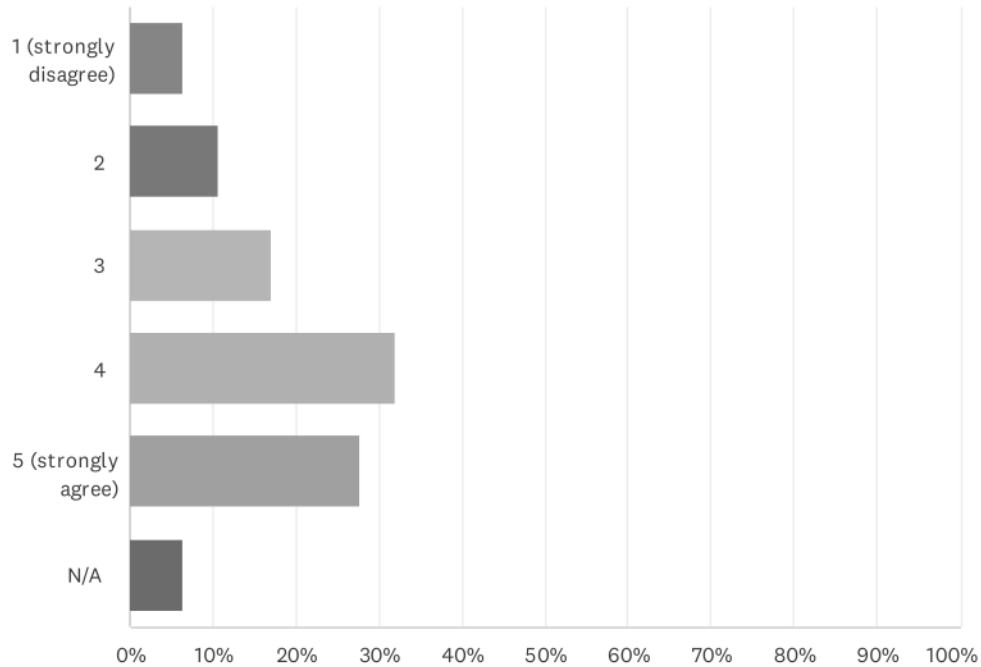
Answered: 47 Skipped: 55



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	12.77%	6
2	27.66%	13
3	23.40%	11
4	19.15%	9
5 (strongly agree)	17.02%	8
N/A	0.00%	0
TOTAL		47

Q66 I would benefit from more DTR training.

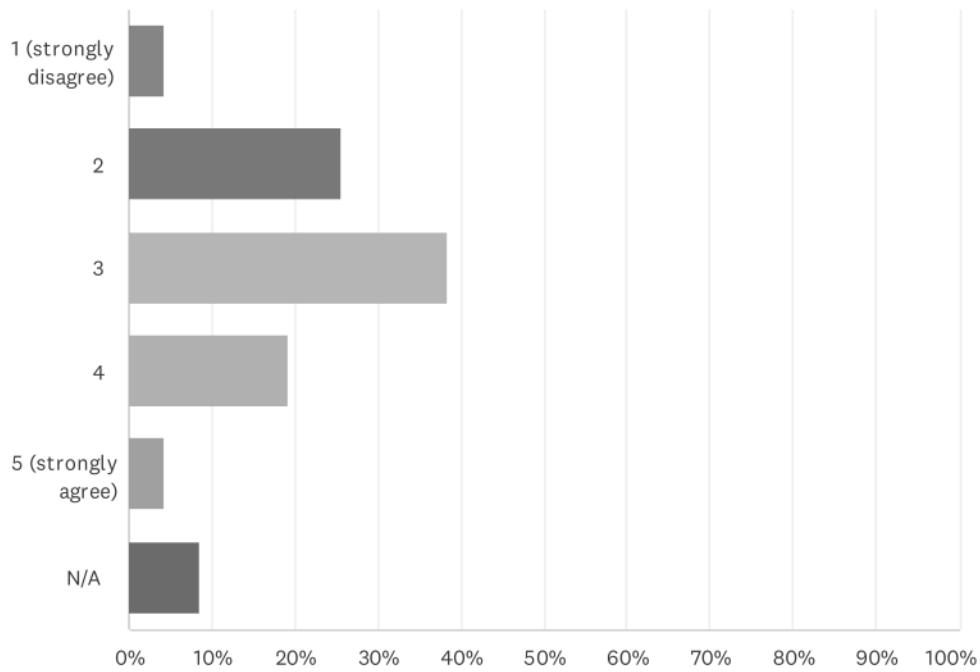
Answered: 47 Skipped: 55



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	6.38%	3
2	10.64%	5
3	17.02%	8
4	31.91%	15
5 (strongly agree)	27.66%	13
N/A	6.38%	3
TOTAL		47

Q67 You feel adequately trained in how the equipment and standing offer contracts apply to the work you are directing from the field

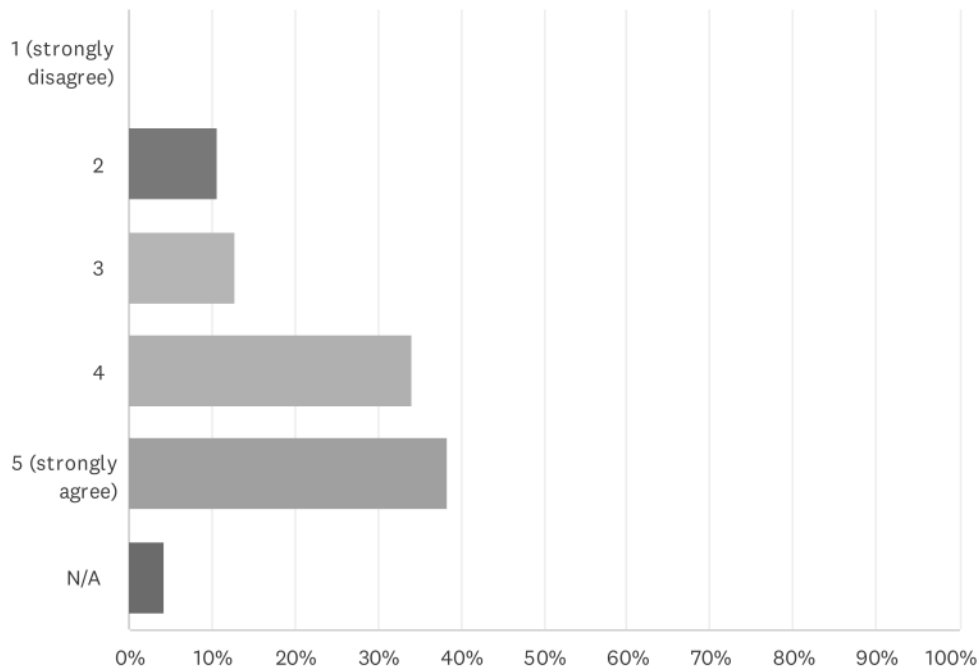
Answered: 47 Skipped: 55



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.26%	2
2	25.53%	12
3	38.30%	18
4	19.15%	9
5 (strongly agree)	4.26%	2
N/A	8.51%	4
TOTAL		47

Q68 You feel adequately trained in knowing what your responsibility is as a Qualified Receiver

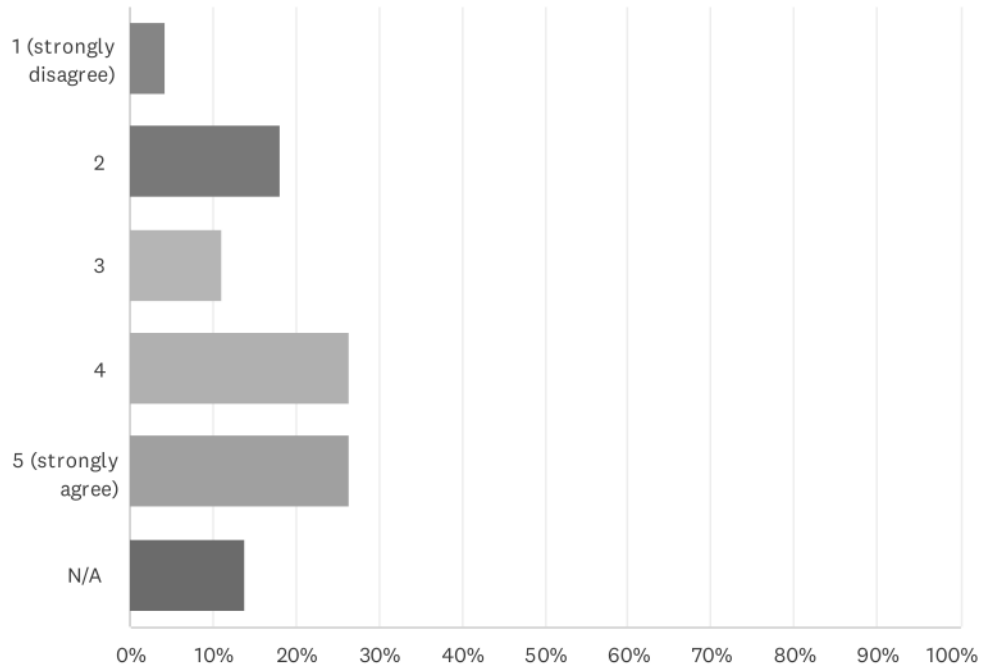
Answered: 47 Skipped: 55



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	10.64%	5
3	12.77%	6
4	34.04%	16
5 (strongly agree)	38.30%	18
N/A	4.26%	2
TOTAL		47

Q69 Cariboo CWS staff were able to answer my Time Diary questions

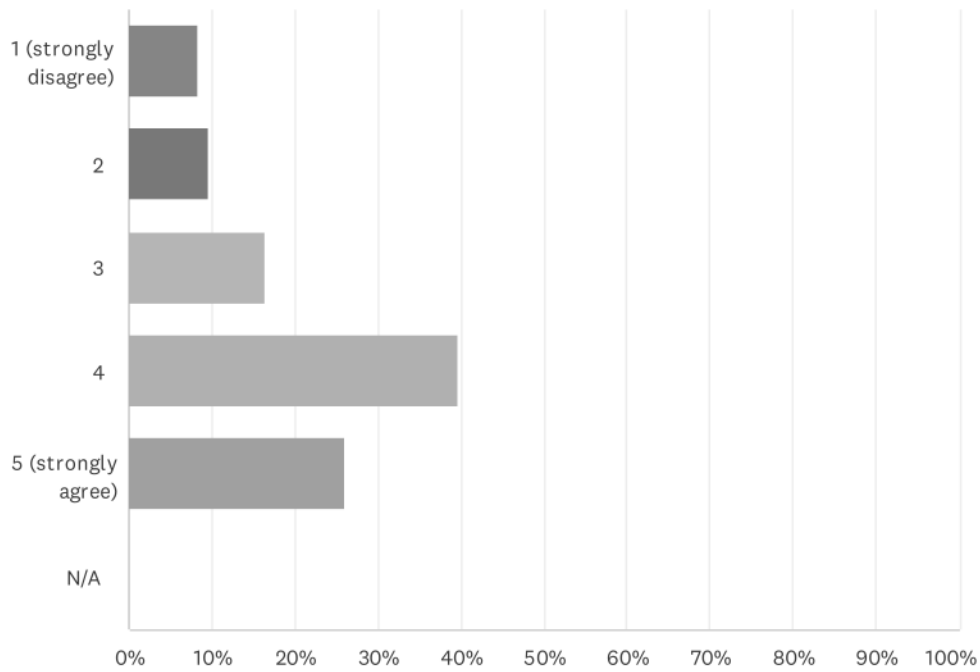
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	4.17%	3
2	18.06%	13
3	11.11%	8
4	26.39%	19
5 (strongly agree)	26.39%	19
N/A	13.89%	10
TOTAL		72

Q70 I understand when the overtime meal break applies and when I am eligible for per diem expenses

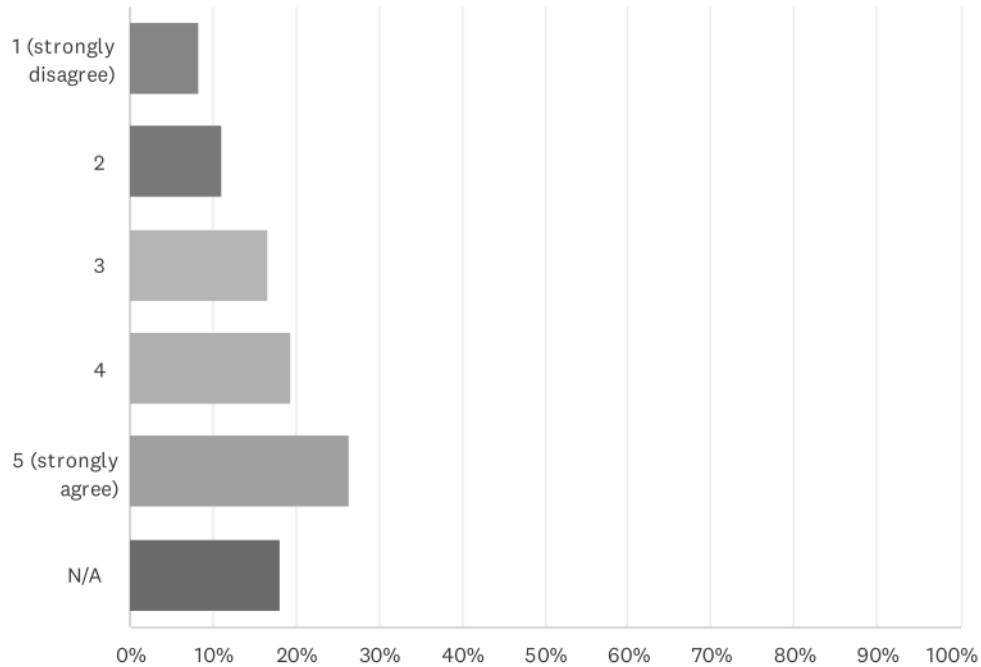
Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	8.22%	6
2	9.59%	7
3	16.44%	12
4	39.73%	29
5 (strongly agree)	26.03%	19
N/A	0.00%	0
TOTAL		73

Q71 I understand how to submit a DEC through Wildfire Costing

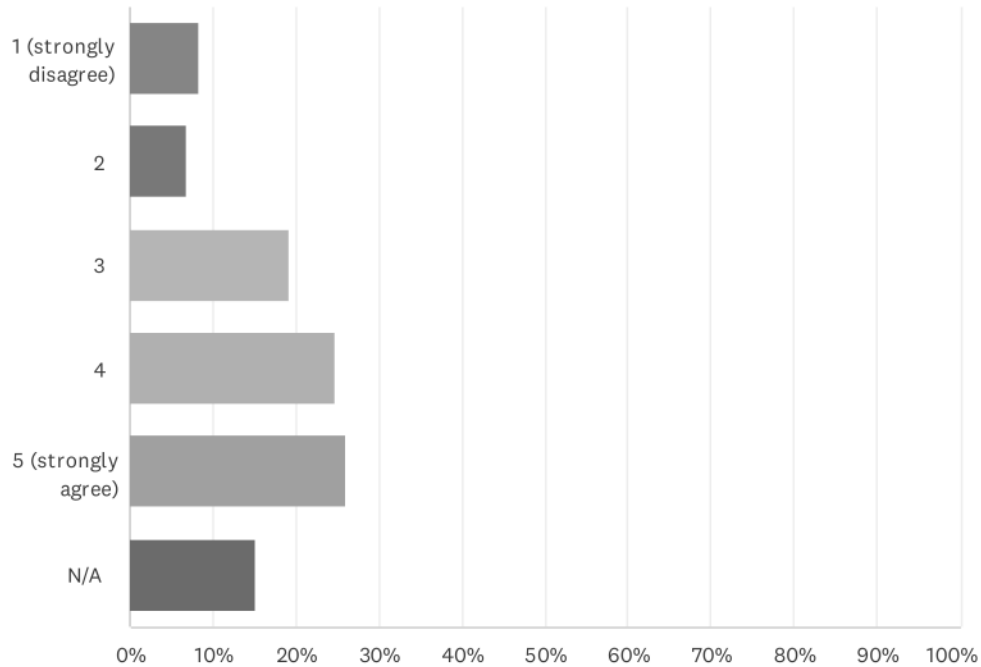
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	8.33%	6
2	11.11%	8
3	16.67%	12
4	19.44%	14
5 (strongly agree)	26.39%	19
N/A	18.06%	13
TOTAL		72

Q72 I understand when a DEC is required to be submitted

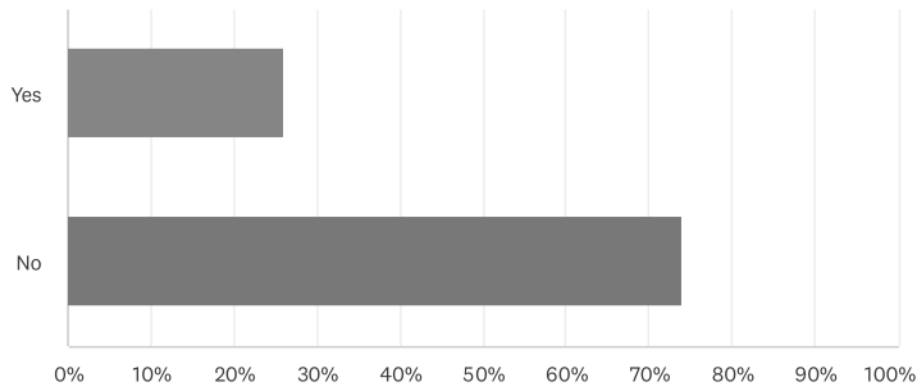
Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	8.22%	6
2	6.85%	5
3	19.18%	14
4	24.66%	18
5 (strongly agree)	26.03%	19
N/A	15.07%	11
TOTAL		73

Q73 Is there training that you feel you need, that your local CWS has not provided? If so, please note what training would be valuable to you

Answered: 69 Skipped: 33



ANSWER CHOICES	RESPONSES
Yes	26.09% 18
No	73.91% 51
TOTAL	69

#	EXPLANATION	DATE
1	DTR Training	10/19/2018 10:16 AM
2	I received the S-260 in May, which was a helpful course with regards to DTR's. However, more training on how to properly fill out time diaries would be beneficial.	10/18/2018 3:24 PM
3	I think our refreshers need to be more detailed at the beginning of the year and maybe just targeting crew leaders and above.	10/18/2018 9:25 AM
4	electronic diary process	10/17/2018 2:18 PM
5	What is CWS?	10/17/2018 8:30 AM
6	More on the job training would be good. Apply the LOGS unit leader training I have received.	10/15/2018 2:36 PM
7	I was only familiar with standing offers and DTRs due to my past experience; some things had changed that I was not made aware of (PSO/falling regs, etc) and impacted achieving my suppression objectives.	10/15/2018 10:21 AM
8	more zone and FC dec and costing,	10/12/2018 4:15 PM
9	OT Diary training	10/12/2018 10:26 AM
10	Yearly finance refreshers would have solved all my problems this year. I would like a diary course explaining some of the less common diary situations that come up. NSF, shift changes, etc	10/12/2018 9:59 AM
11	The minimal training I did received on expenses/time cards/DECs was done somewhat rushed by another staff memeber and wasn't adequate.	10/12/2018 9:57 AM
12	I would benefit from a DTR refresher.	10/11/2018 3:59 PM
13	training for time diaries	10/11/2018 12:33 PM
14	Condensed s-260 at beginning of every year. Condensed time diary information sharing with	10/11/2018 10:32 AM

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CL's and above.

15	Finance timekeeper, DEC, DTR training and other staff nuances. It's not just finance staff that get/receive DTR's.	10/11/2018 8:57 AM
16	training is minimal	10/10/2018 2:45 PM
17	Training on what my actual position is..... I worked in Plans for the first month of my employment but now that I'm working in my actual role, my supervisor has retired so I don't feel super aware of what my position actually entails. I have enough documentation/filing work to last me til the end of my contract but I am still kind of unclear as to what my position does come the spring. It would have been really great to have my supervisor's position posted WELL BEFORE she retired so that I could be working with a supervisor as opposed to being left on my own after only 2 months of employment.	10/9/2018 4:01 PM
18	Zone visits are great when they happen. We need to collectively ensure they happen each year.	10/9/2018 3:23 PM
19	DEC Training	10/9/2018 2:21 PM
20	earlier spring visits. in march or april not june	10/9/2018 2:20 PM
21	just a DTR refresher	10/9/2018 1:34 PM
22	Dec training	10/9/2018 1:19 PM
23	If I don't know something at the time, I will ask.	10/9/2018 1:08 PM

Q74 Are there any other local corporate wildfire service related topics that you felt were successful or could be improved? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 25 Skipped: 77

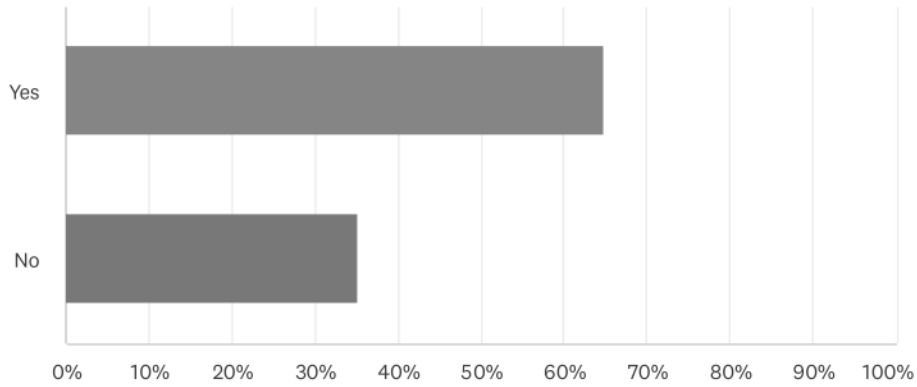
#	RESPONSES	DATE
1	I just need more experience with DTRS, I took the s260 finance course and am continuing to build my skills.	10/22/2018 11:28 AM
2	Diaries this year seem to have been the biggest issue. There have been multiple mistakes and not being paid within a reasonable time period is a problem. I realize this is more of a payroll issue but maybe there is something locally that can be done. I've heard of a spread sheet that allows crews to track their pay and double check for mistakes. Are we allowed the weekly time reports? Had them last year and they were great.	10/18/2018 9:25 AM
3	Timekeepers should be available to review DTRs on-site prior to sign off to discover errors at the source. QRs can't be expected to pick apart each and every DTR when, at the end of the day, you have upwards of 30 machine operators lined up to get their book signed. Things such as excess travel and machine requirements (ie: what will be paid for, such as skidder chains and dozer rippers) should be discussed and clarified with the contractors at the time of hire so we're not covering the same ground and having the same arguments over and over again.	10/17/2018 1:17 PM
4	Logistics Units responsibilities and duties were very well documented this year via Face plate and unsporting documents. Recommend keeping it updated for future years	10/15/2018 2:36 PM
5	When we are assigned a time keeper, they should be allowed to complete DECs. It makes no sense to have them assigned to an incident, but not allow them to assist the IC in this capacity.	10/15/2018 1:14 PM
6	n/a	10/15/2018 9:36 AM
7	One location for the information I require. More field assistance for administration type work.	10/15/2018 9:17 AM
8	Admin needs to be lifted off the crew leaders and taken by OA or zone RO Decs are not simple and easy	10/12/2018 4:15 PM
9	I feel that overtime pay has taken quite a while to reach us. It's October 12th, I've only been paid for overtime up to early August.	10/12/2018 2:56 PM
10	I would like for it to be easier tell where the overtime I'm getting paid for is coming from and what is still owed. Perhaps an online calculator of running hours worked across pay periods when you finish the diary and send it on	10/12/2018 9:59 AM
11	the communication on how to fill out the time cards was very disorganized. everybody had a different way to/ what needed to be filled out.	10/12/2018 9:42 AM
12	Often I was questioned on my DECs after doing them. It was frustrating to be questioned on DECs on small IA fires and having to go back and re-think what was on my fires. (ie. if I had a truck when I had taken a heli) I would suggest not having to do a DEC if the fire is an small IA fire that does not have any additional resources or heavy equipment.	10/11/2018 3:59 PM
13	Scanning and submitting receipts seems redundant. Confusion around STOB 5715 and entering employee names on ROE.	10/11/2018 10:32 AM
14	Consider eliminating the requirement for names to be submitted with DECs. I find it hard to believe that this information is being reconciled at any point in the future, so doing this is pointless. Are we doing a DEC, or actual costs here? This is an estimate. It would make it easier for people I think.	10/10/2018 2:14 PM
15	More than one employee to do contracts before fire season starts. Contracts for responding contractors should be completed before May.	10/10/2018 11:55 AM

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16	Sort out payroll issues, we were told there were issues in May and they still aren't sorted out which is frankly, unacceptable.	10/10/2018 9:55 AM
17	OT doesn't get paid. DEC reporting system needs rework. Completing them when able then arguing with CWS staff over the comparison to the roll over notes makes the whole process seem redundant. Recommend more staffing and bringing back the "Call in the DEC" system.	10/10/2018 9:12 AM
18	Getting paid OT in a timely manner!!!!	10/10/2018 7:43 AM
19	There needs to be an official process for running out of a zone office location. This year there was a lot of confusion on how this should work as well as numerous situations where there was duplicate work or gaps between zone office and Cariboo Fire Centre.	10/9/2018 3:33 PM
20	Payroll needs to get fixed before literally any other objectives are looked at. Training and other initiatives don't matter because people will not return to work when they don't get paid properly, fairly or even legally.	10/9/2018 3:02 PM
21	Not sure about the DEC, or its usefulness	10/9/2018 2:34 PM
22	electronic DTR's.	10/9/2018 2:20 PM
23	DECs are redundant, extra work load on busy field staff. Information is collected via different avenues already.	10/9/2018 1:44 PM
24	Finance Field support was great to have i.e. time recorders who actually came to the fire.	10/9/2018 1:19 PM
25	n/a	10/9/2018 1:08 PM

Q75 You were aware of the Cariboo Faceplate

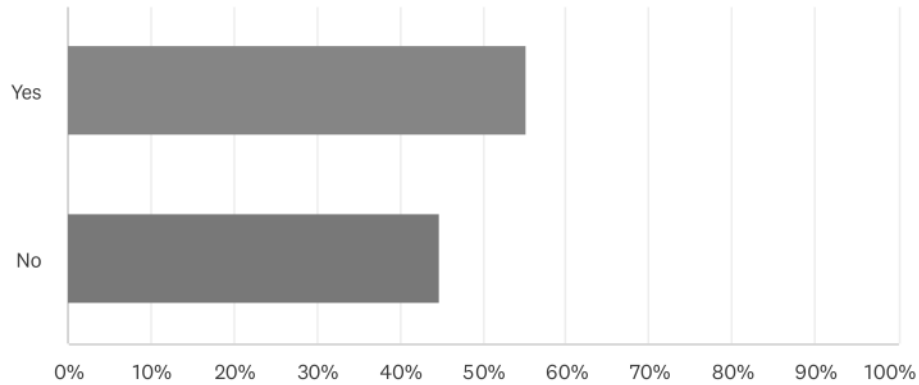
Answered: 74 Skipped: 28



ANSWER CHOICES	RESPONSES	
Yes	64.86%	48
No	35.14%	26
TOTAL		74

Q76 You rely on Faceplate to access documents pertinent to your role

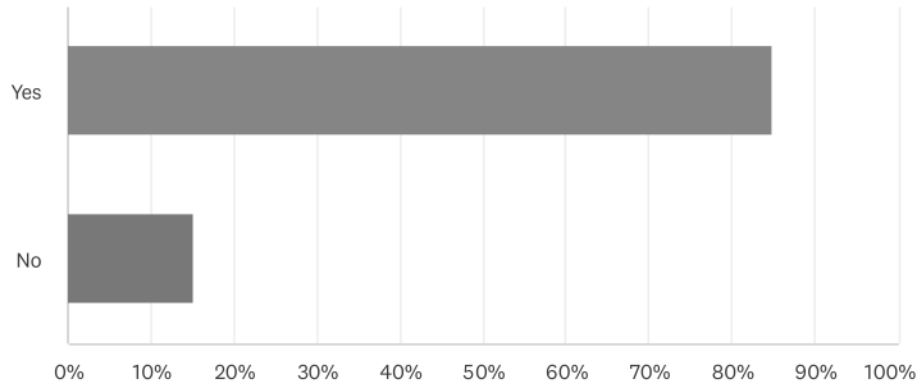
Answered: 47 Skipped: 55



ANSWER CHOICES	RESPONSES	
Yes	55.32%	26
No	44.68%	21
TOTAL		47

Q77 You utilize the BCWS intranet instead of the Cariboo Faceplate

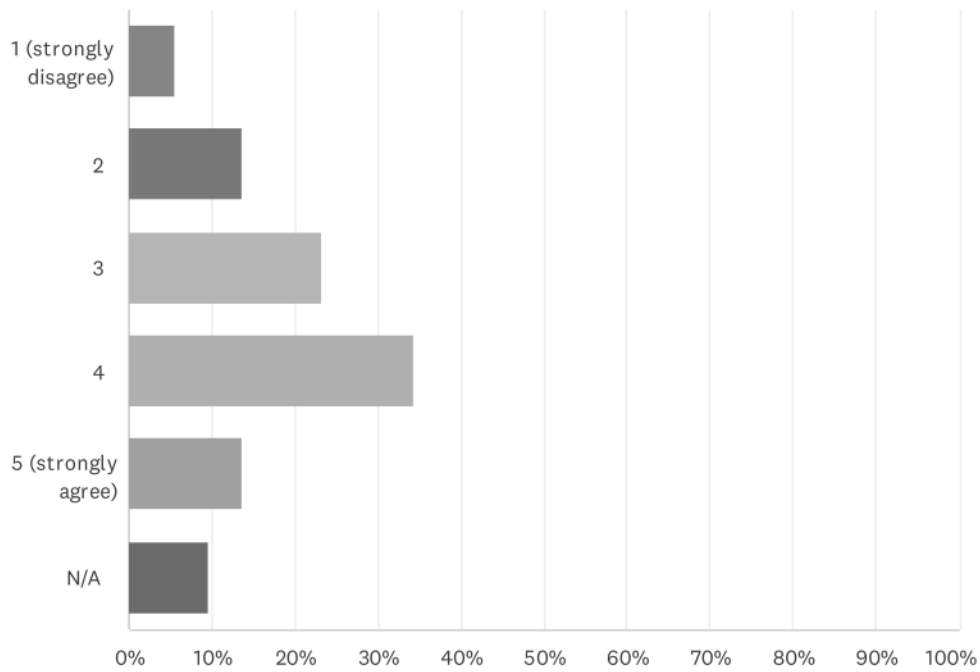
Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
Yes	84.93%	62
No	15.07%	11
TOTAL		73

Q78 You received sufficient fire information through your Cariboo Fire Information Officer

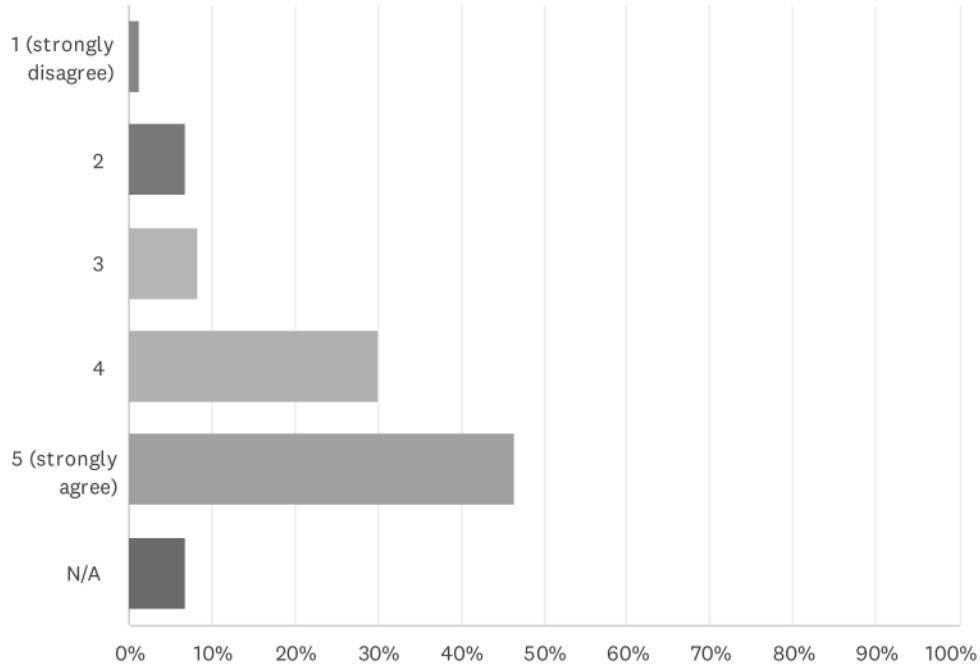
Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	5.48%	4
2	13.70%	10
3	23.29%	17
4	34.25%	25
5 (strongly agree)	13.70%	10
N/A	9.59%	7
TOTAL		73

Q79 You understand why your Cariboo Fire Information Officer requires operational information from an Incident Commander/Centre Operations/RWCO

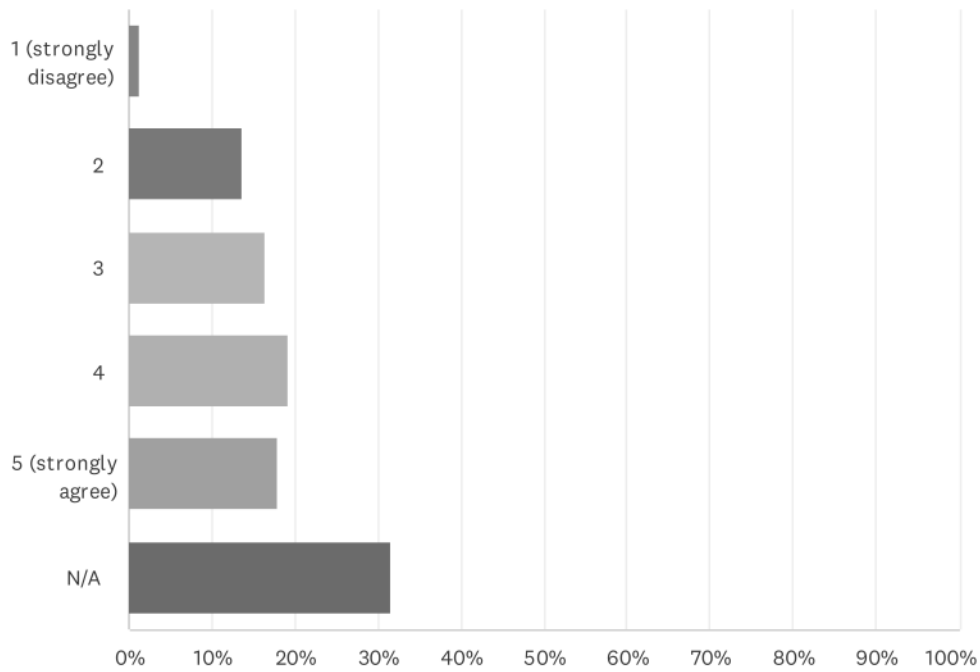
Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.37%	1
2	6.85%	5
3	8.22%	6
4	30.14%	22
5 (strongly agree)	46.58%	34
N/A	6.85%	5
TOTAL		73

Q80 You felt that multiple Cariboo coordination centre staff asked you the same questions

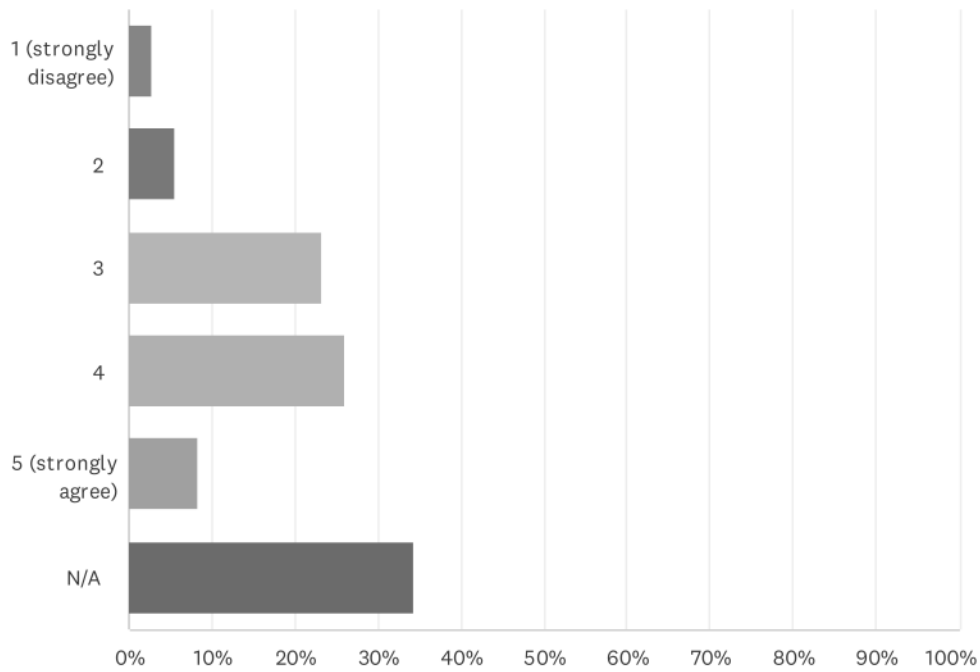
Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.37%	1
2	13.70%	10
3	16.44%	12
4	19.18%	14
5 (strongly agree)	17.81%	13
N/A	31.51%	23
TOTAL		73

Q81 You felt that the operational calls reduced the number of questions from Cariboo coordination centre staff throughout the day

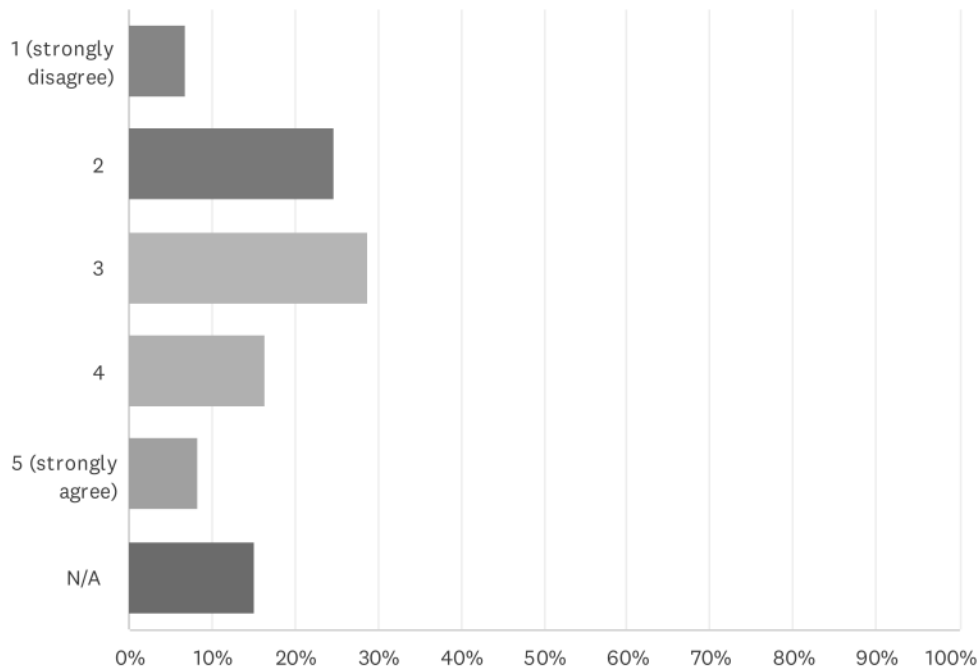
Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.74%	2
2	5.48%	4
3	23.29%	17
4	26.03%	19
5 (strongly agree)	8.22%	6
N/A	34.25%	25
TOTAL		73

Q82 You would like to see more internal newsletters for the Cariboo Fire Centre

Answered: 73 Skipped: 29



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	6.85%	5
2	24.66%	18
3	28.77%	21
4	16.44%	12
5 (strongly agree)	8.22%	6
N/A	15.07%	11
TOTAL		73

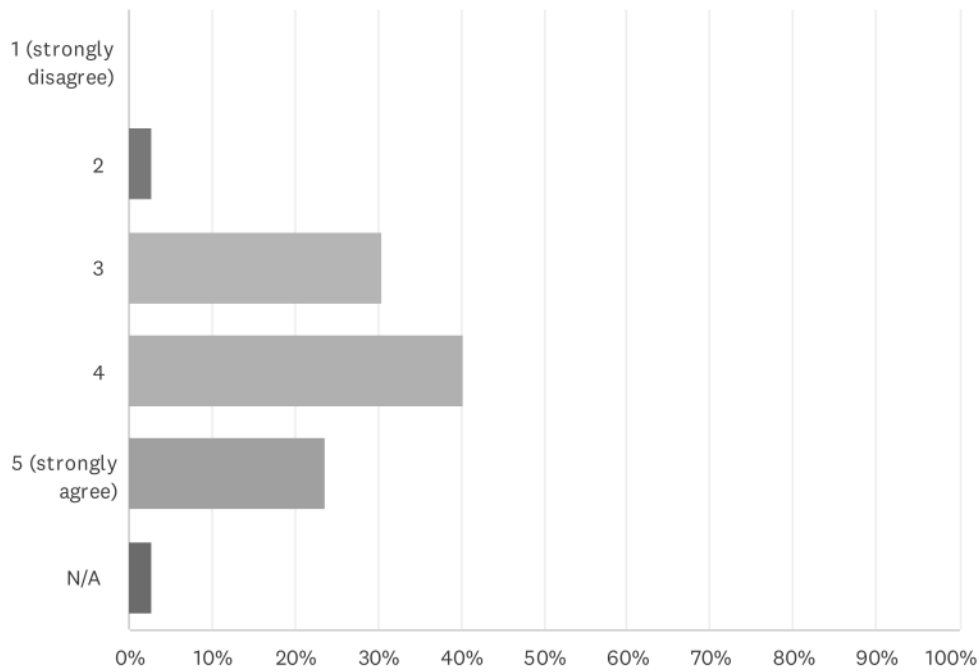
Q83 Are there any other local communications related topics that you felt were successful or could be improved? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 11 Skipped: 91

#	RESPONSES	DATE
1	I think overall a better job was done this year in communicating with the public, especially those in and around fires. In general we need to continue with public awareness and education to fires and fire suppression.	10/18/2018 9:25 AM
2	There needs to be more communication between ops, logistics, plans etc.. was asked the same questions multiple times by different sections chiefs	10/15/2018 8:31 PM
3	logistics did not have too much interaction with Info officer. More might be better...?	10/15/2018 2:38 PM
4	Local BCWS staff are largely fantastic but wildly overloaded, simply not possible for them to do everything that's expected.	10/15/2018 10:23 AM
5	n/a	10/15/2018 9:37 AM
6	Open discussion / feedback from 2018 regarding how BCWS tried to provide general public with more information and updates on wildfire could be beneficial to promote updates from IC's or branches in field. How was the increase in communication this season received by public?	10/11/2018 10:35 AM
7	I liked the fun newsletters we used to do in the Cariboo. The crews really like them too.	10/10/2018 2:15 PM
8	Current information bulletin template is not effective. It releases current statistics and canned safety messages in a wall of text format. Compare the effectiveness of our public bulletins vs a product designed to increase impact and readability : https://www2.gov.bc.ca/assets/gov/public-safety-and-emergency-services/wildfire-status/fire-bans-and-restrictions/ofr_poster_-_email_distribution_72dpi_no_bleeds.pdf	10/10/2018 9:23 AM
9	Getting direct information through an operations staff member at the fire, as opposed to through a Plan's officer would be helpful to map accurate data	10/9/2018 3:32 PM
10	Would like to see more proactive information released to public regarding fire suppression successes. Public seems unaware of fire activity until homes are at risk or higher profile fires begin popping up. If successes could be emphasized especially early in the season, it may help with public perception. Many times my crew and others felt that the reception of the public and land owners this year, was not as cooperative or respectful as we're used to. I think the attitude shift is partly due to the ability for anyone to post any information on social media sites, whether it is accurate or not. When the public get stressed or do not understand our procedures, the information floating around and readily available to readers can be pretty inaccurate and damaging to BCWS staff and reputation. This makes working with public more challenging. Perhaps providing more information to the public underlining the many successes, and/or continuing to provide details on fire tactics would help to improve public relations.	10/9/2018 2:05 PM
11	n/a	10/9/2018 1:09 PM

Q84 Management at the Cariboo Fire Centre supported employees throughout the 2018 fire season

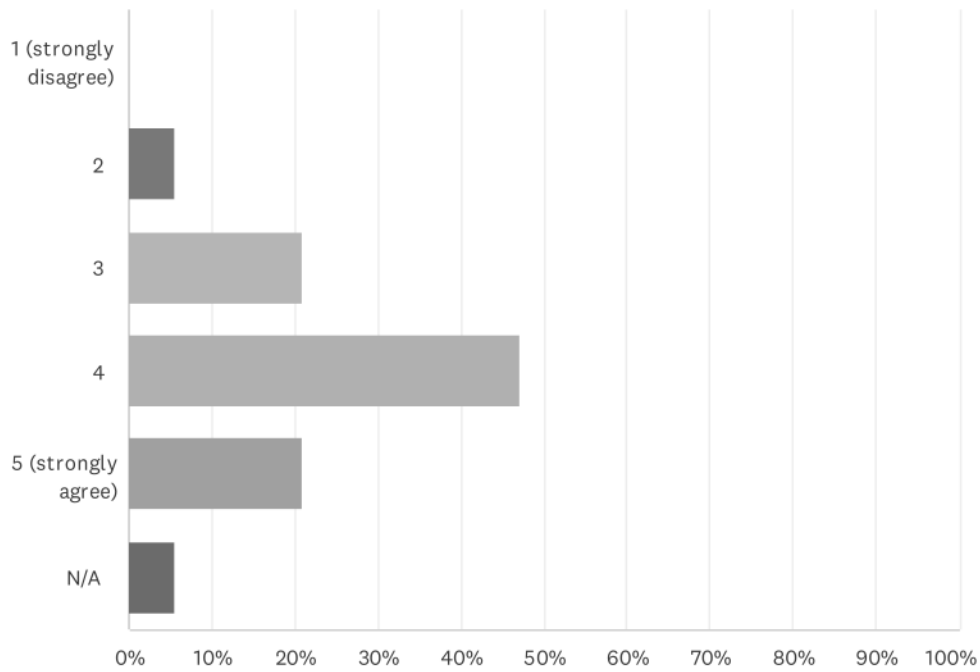
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	2.78%	2
3	30.56%	22
4	40.28%	29
5 (strongly agree)	23.61%	17
N/A	2.78%	2
TOTAL		72

Q85 Local Cariboo management was readily available to you during fire season (in person, by phone or email)

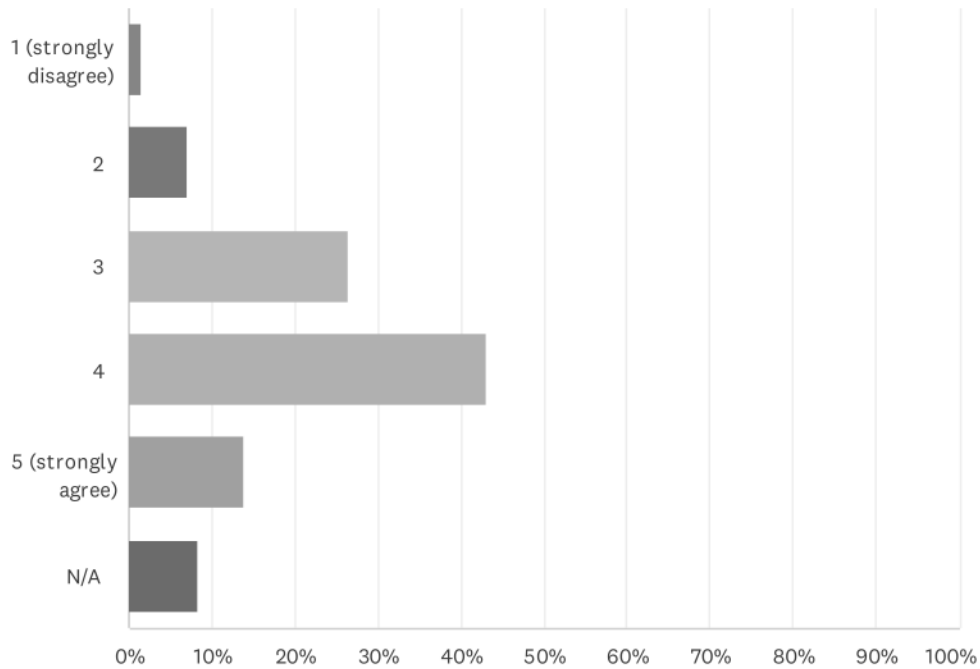
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	5.56%	4
3	20.83%	15
4	47.22%	34
5 (strongly agree)	20.83%	15
N/A	5.56%	4
TOTAL		72

Q86 Managers from the Cariboo Fire Centre communicated with employees clearly, in a timely manner, and on relevant topics during the fire season

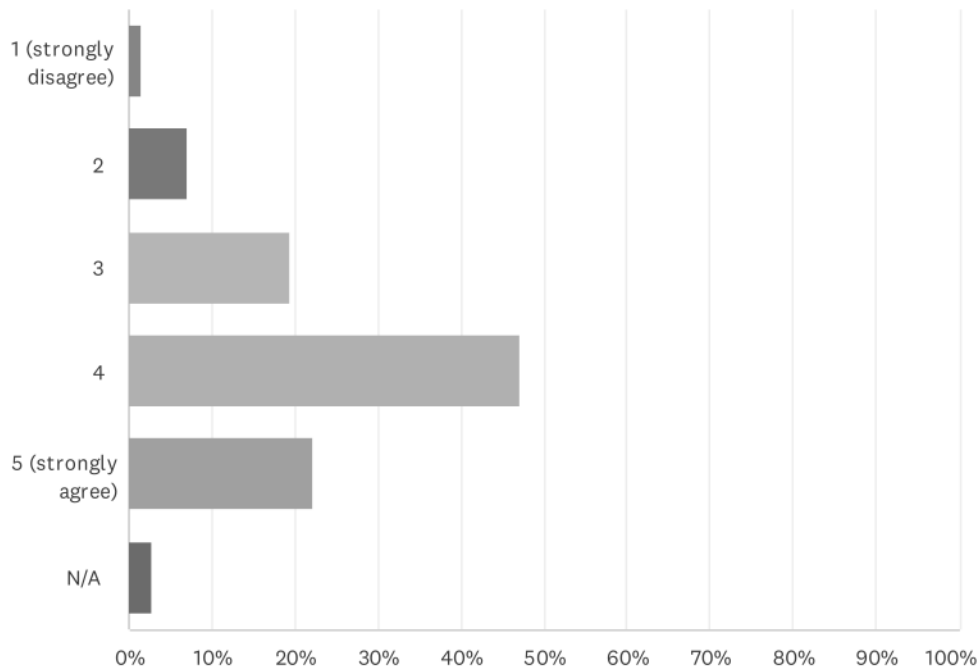
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.39%	1
2	6.94%	5
3	26.39%	19
4	43.06%	31
5 (strongly agree)	13.89%	10
N/A	8.33%	6
TOTAL		72

Q87 You felt comfortable voicing your concerns to your local managers in the Cariboo

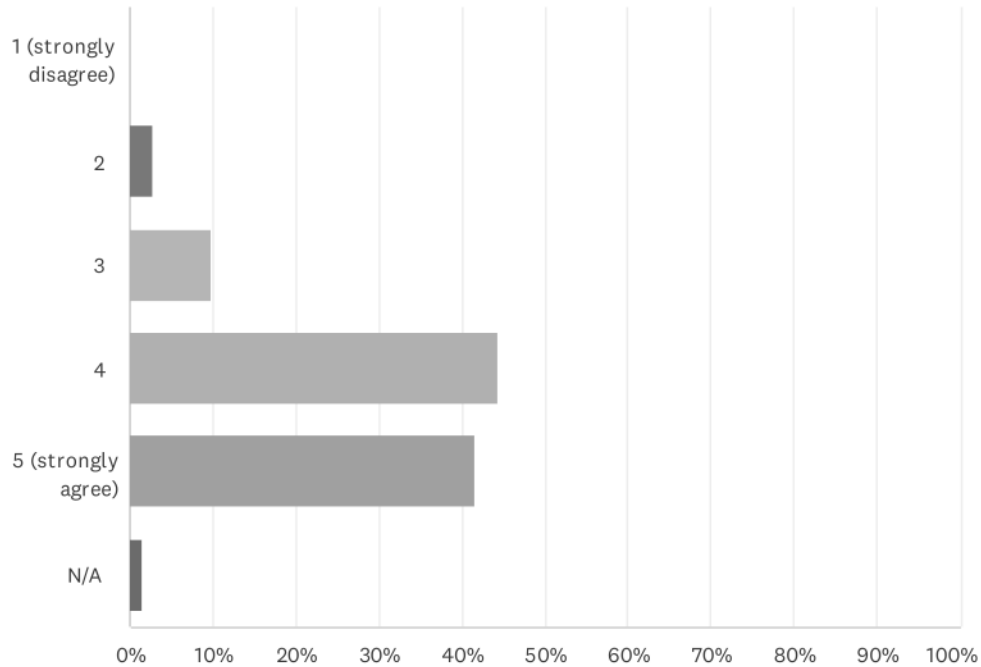
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.39%	1
2	6.94%	5
3	19.44%	14
4	47.22%	34
5 (strongly agree)	22.22%	16
N/A	2.78%	2
TOTAL		72

Q88 Managers from the Cariboo Fire Centre treated you with respect

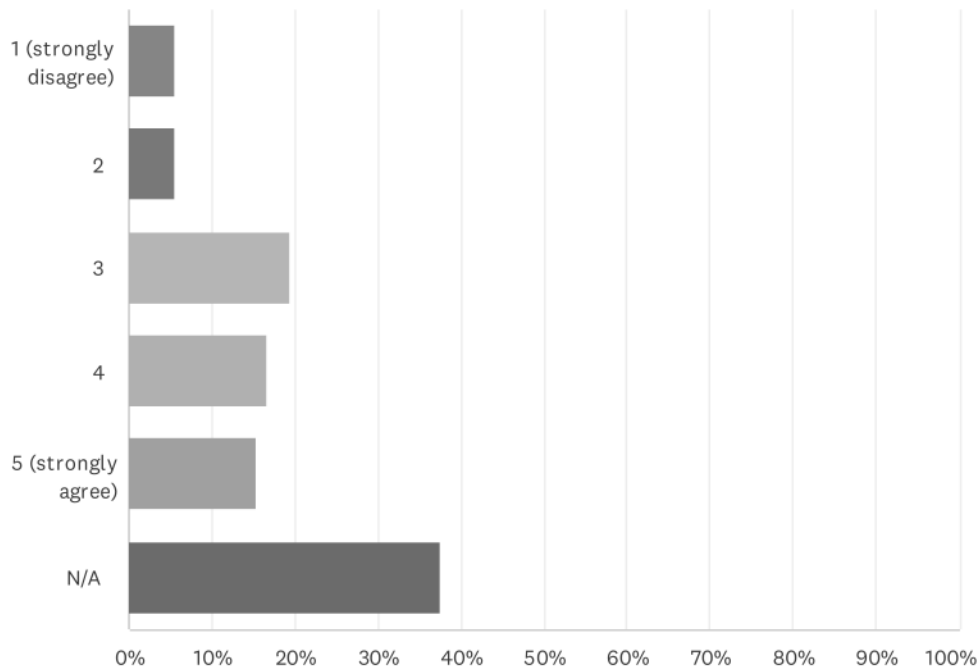
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	2.78%	2
3	9.72%	7
4	44.44%	32
5 (strongly agree)	41.67%	30
N/A	1.39%	1
TOTAL		72

Q89 Cariboo Fire Centre management dealt effectively with labour relations issues

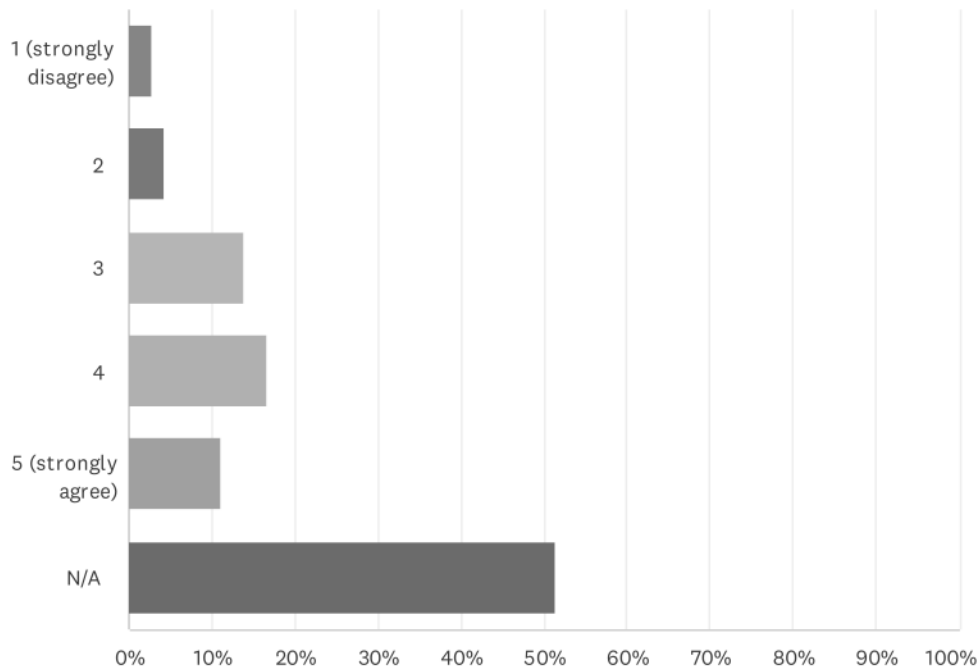
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	5.56%	4
2	5.56%	4
3	19.44%	14
4	16.67%	12
5 (strongly agree)	15.28%	11
N/A	37.50%	27
TOTAL		72

Q90 Cariboo Fire Centre management communicated effectively with local government and First Nations

Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	2.78%	2
2	4.17%	3
3	13.89%	10
4	16.67%	12
5 (strongly agree)	11.11%	8
N/A	51.39%	37
TOTAL		72

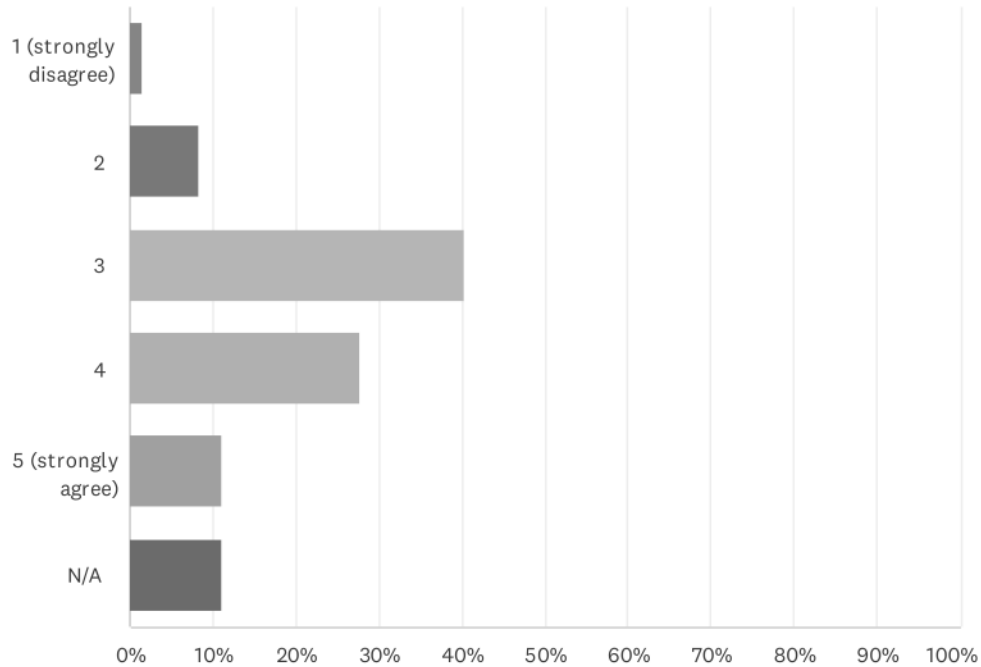
Q91 Are there any other ways in which local management could be improved or done differently? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 6 Skipped: 96

#	RESPONSES	DATE
1	I find when it comes to unit crews, there are some that don't fully understand the functions. When there are issues with an employee, the goal always seems to be to be as nice and remorseful toward the employee as possible even though they are in the wrong. Growing up I have always been part of a team environment where everyone has held each other accountable, where as the system we have now it is extremely difficult to get the point across for employees who are in the wrong. A unit crew becomes the most successful when everyone buys into the team mentality. Unfortunately the current system seems to focus more on protecting those in the wrong. I think a solution to this in certain situations is to allow employees to be more harsh on those who are becoming a problem to help get the point across to them. I think in certain situations local management needs to be more lenient on what can be said to employees in the wrong. It allows people to fully get their point across to those who are becoming problem members of the team.	10/22/2018 11:46 AM
2	Haven't been close enough to make a fair assessment.	10/18/2018 9:26 AM
3	BCWS management was great as usual; local management outside BCWS was less than helpful at times and unwilling to share resources (for example, non-TEAMS FLNRO staff refusing to allow TEAMS staff to take 'their' pickup trucks or making it very difficult, even though we had a parking lot sitting full of empty trucks).	10/15/2018 10:26 AM
4	Information sharing sessions with managers and fire crews could enhance knowledge of what the managers responsibilities are. would be good to know in field	10/11/2018 10:37 AM
5	The time that I actually had a manager, everything went great. I was supported and had an open line of communication. However, now that I do not have a manager, I am left kind of floundering. I don't have anyone to report to, I don't have clear direction on my position, and I don't know what is expected of me in wrapping up the position at the end of my contract, nor do I know what the position looks like when it's recalled in the spring. Solution: The management position should have been posted MONTHS AGO so that it would have been filled at the right time.	10/9/2018 4:05 PM
6	n/a	10/9/2018 1:10 PM

Q92 Cariboo staff are doing enough to recruit good employees

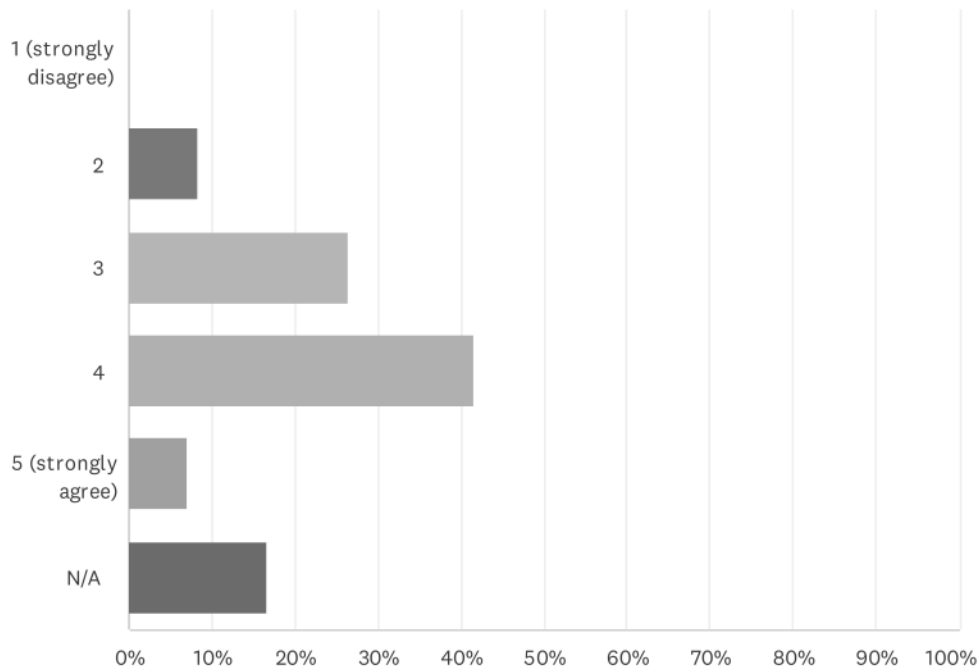
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	1.39%	1
2	8.33%	6
3	40.28%	29
4	27.78%	20
5 (strongly agree)	11.11%	8
N/A	11.11%	8
TOTAL		72

Q93 The right new recruit candidates are being selected to work in the Cariboo Fire Centre

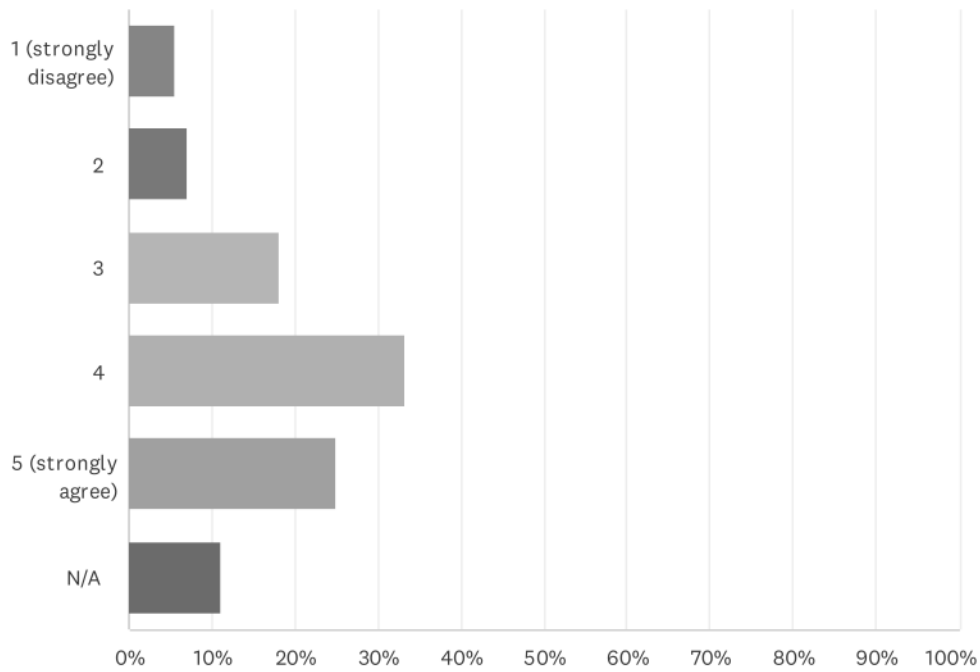
Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	0.00%	0
2	8.33%	6
3	26.39%	19
4	41.67%	30
5 (strongly agree)	6.94%	5
N/A	16.67%	12
TOTAL		72

Q94 You understand the recruiting and hiring process used in the Cariboo Fire Centre

Answered: 72 Skipped: 30



ANSWER CHOICES	RESPONSES	
1 (strongly disagree)	5.56%	4
2	6.94%	5
3	18.06%	13
4	33.33%	24
5 (strongly agree)	25.00%	18
N/A	11.11%	8
TOTAL		72

Q95 Are there any other ways in which recruitment could be improved or done differently? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 14 Skipped: 88

#	RESPONSES	DATE
1	Keep pulling people from boot camp, those who have stuck their neck out and completed the process rather than looking for local street hires.	10/22/2018 11:48 AM
2	We are getting good recruits. We could get more local recruits I think. Getting the word out more during the application process is worth while. Overall recruitment isn't the problem as much as retention. The right people are coming but the majority leave the organization and that's the downfall.	10/18/2018 9:27 AM
3	Consider hiring machinery / equipment specialists with some road-building or logging experience. I see equipment that's unsuited for the job and poorly utilized far too often- I don't think we're doing a great job of "fitting the tool to the job" and we waste so much time and money doing frankly bizarre things (bunching regen comes to mind). Too often I don't think the people on the ground are familiar enough with logging and construction equipment to know when (or just as importantly) when not to employ it, or for that matter what it's capabilities and limitations are. This seems to be worse when out of province resources are involved as they're not familiar with our equipment and terrain.	10/17/2018 1:35 PM
4	More strategic planning with TEAMS: What their current and future roles are, training requirements, ect	10/15/2018 2:39 PM
5	n/a	10/15/2018 9:38 AM
6	More local content and start to hire a longer term employee. University students continue to prove short term and we are continuing to have no skilled firefighters because of the high turn over rates on crew and Initial attack	10/12/2018 4:23 PM
7	Ways to keep employees need to be discussed and solutions implemented. Good selection process, but the drivers to hang onto those employees for a long duration needs to be rethought.	10/10/2018 11:59 AM
8	I think that the information regarding recruitment and hiring was conveyed very clearly and now its on an individual level to execute	10/10/2018 9:58 AM
9	Avenues need to be created to target non-student workers. Current models using job fairs, EI resources, word of mouth, and online communications either exposes us to students or the unemployed. We need to find a way to appeal to the career minded and currently employed but receiving inconsistent hours (contract work) or less of a wage.	10/10/2018 9:33 AM
10	Yes... place postings when it is known the position will be vacated. Don't wait until well past the last minute to post positions, especially important managerial/supervisory positions.	10/9/2018 4:06 PM
11	For new recruit FF need to continue to target more outdoors type folks.	10/9/2018 3:25 PM
12	More preference needs to be given to local applicants.. Greater "points" need to be given to those who come with "hands on experience" such as chain saw operators, silviculture crews, tree planters, brushing and weeding crews or those with experience working with heavy equipment.	10/9/2018 2:41 PM
13	more Temporary Assignments could improve forest management awareness for BCWS and help TEAMS staff get more training and exposure	10/9/2018 2:25 PM
14	n/a	10/9/2018 1:10 PM

Q96 Do you have any suggestions for local fire centre processes that could be improved? Please attempt to provide solutions to processes or procedures that you feel need to be improved.

Answered: 23 Skipped: 79

#	RESPONSES	DATE
1	Obtaining signatures for overtime via electronic diaries is extremely difficult. Sometimes it takes weeks to get a signature. People need to be held accountable for this in some way. Solution: Sign them and return them. Pre-Org - A lack of finance staff led to a large gap in resource availability early summer. Staff were too fatigued and the workload was clearly beyond their capacity. Management needs to recognize the implications this had and support their staff. Solution: Request staff to back-fill and support early on and recognize that as a priority. Also utilize TEAMS staff to fill these gaps. During busy times, a "clerk" with some operational experience should be dedicated to keeping the logistics whiteboards and turnover notes from the following day, up to date and communicated to the necessary people. They would act as a bridge between Logs and Ops, without "getting in the way". Probably this would be an experienced crew person/crew sup.	10/19/2018 11:54 AM
2	Logistics on fires seemed to be a struggle this year. Requests would get lost or confused. Especially for machines. Working more through the zones, which was done a bit, seemed to work better.	10/18/2018 9:30 AM
3	A stronger relationship needs to be built between CFC and Cariboo-Chilcotin Resource District that allows for better sharing of human resources including cross training and mentoring in and outside of fire action. Too many staff on both sides do not get the opportunities to expand out of their roles and get more rounded experience. As a result, for example, most district staff are limited to plans and logistics position on fires while BCWS staff don't learn enough about forestry operations in the off-seasons. All part of FLNRORD but the right hand doesn't know what the left hand does...	10/15/2018 3:44 PM
4	In order to keep the good, low seniority personnel, adequate training and reasonable expectations need to be had. Leaders need to take proper responsibility for their own short comings and NOT blame the subordinate.	10/15/2018 1:19 PM
5	Management needs to communicate more with the field staff on issues or concerns (i.e. hold more debriefs or AARs)	10/15/2018 9:44 AM
6	n/a	10/15/2018 9:38 AM
7	Need to keep one zone rep in the zone at all times for accountability... Need to start to decentralize cifac, 2 la crews to 100 mile/ 2 la crews in Quesnel. This would help strengthen the zones and give a local face to contractors on fires. Mentorship has failed again in the caribou, 3 new UC leaders that all went out with no mentorship or guidance from the zones, We need to build a program of mentorship and guidance for all staff. I feel that we fail in these areas I also feel that zones need to be mentored/instructed to have relationships with other agencies and organizations, they don't seem to have any idea or direction on how to use local resources and proactively get help from people more qualified and better at achieving results. I find that the most zones done have knowledge or relationships with key people in there communities to have the best fire response possible	10/12/2018 4:35 PM
8	Finnance, it seems that there is a lack of people or maybe it's effort in that division. Over time cheques are not getting processed on time, and staking them is a real big piss off for everyone out there working long hard hours to not get paid properly.	10/12/2018 4:25 PM
9	I don't believe its fair for crews to be asked to flex off at forward attack base.	10/12/2018 10:14 AM
10	how to fill out the fire diary needs to be streamlined better. I had multiple people tell me different things on how to fill out and what needed to be on the fire diary.	10/12/2018 9:47 AM
11	Logistics and CaFC's slow response and sending heavy equipment. Sending one dozer does	10/11/2018 11:52 AM

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nothing, it gets stuck or breaks down. Never send just one dozer, ever.

12	I would like to provide more opportunities for fire crew members to get to know FC and Zone staff. I am hopeful this will promote the idea that wildfire is a viable career option. I feel if we are able to get individuals interested / inspired in a career in wildfire at an earlier age crew retention will be better and the Cariboo Fire Center will be stronger as a whole.	10/11/2018 10:44 AM
13	The process of going through the Ops Chief, before being able to order equipment to action a fire was bothersome. There needs to be clear procedures set out and communicated. I felt like the ops chief was changing procedures mid stream and setting me up for failure.	10/11/2018 9:01 AM
14	Support functions need to be looked at in how they are be utilized. They are to support, not have operations spend time supporting them to make their function easier, under the misperception it is helping Operations. Operations managing and applies resources, support does not. The tail wagging the dog again. Support(finance, logistics, plans) need more qualified personnel in their functions to be able to perform and not draw from Operations.	10/10/2018 12:08 PM
15	Honestly the only outstanding issues that I have is seeing minimal to no training offered early season for crews, and still not seeing our overtime pay.	10/10/2018 9:59 AM
16	Information sharing within the Cariboo Fire Centre is still a painful process. Each section, including CWS, operates in an independent environment focussing on their own section's needs. The relation between each section is more combative than supportive. When anyone needs information it causes an increased workload on the section lead who does not even have direct access to the information without being able to contact the specific person involved with creating the required information. This is even more challenging for sections who have revolving staff rosters where the gathering and re-gathering of information is a massive waste of productivity in the office and in the field. For a specific example, ask anyone involved about the structure protection assessments in the Baezaeko area. Same SPU crew, same supervisors, same properties, had to start the entire assessment/documentation process over from scratch in 2018 because no one had access to the existing info from 2017. Just one example of many.	10/10/2018 9:53 AM
17	Yes. Post for open positions in a timely manner. Dispatch and prevention are left floundering.	10/9/2018 4:06 PM
18	The incompetence within the BCWS payroll system is completely unacceptable and disgusting. Months of backlogged hours and three pay periods of OT commonly being stacked onto one cheque insure employee retention and moral remains low in our program.	10/9/2018 3:39 PM
19	Teach every member of staff to use Avenza on an Ipad/Tablet/Phone it is a great piece of technology!	10/9/2018 3:37 PM
20	We need to be careful about more decentralization of operations. Most locations are not setup to accomplish that task.	10/9/2018 3:26 PM
21	I've said this since the creation, or inception of the Fuels Management positions within our organization. This position should have initially been a position filled at the "DISTRICT" or BCTS" administrative offices to be truly successful at the land scape level. Either of these government organizations would have been better served to have a fuels management specialist, our role as fire managers would have been subject matter experts only when required. The simple act of harvesting (which both of these organizations have authorities, or are mandated to do) and TRUE//// ACTUAL hazard abatement would have greater impacts around communities than what we are currently doing in these programs. Industry partners such as West Fraser, Pioneer or Tolko would have taken more of a "lead role" if given opportunities to have a fibre sources close to towns.	10/9/2018 3:01 PM
22	suggest creating a manual for the sections (plans, logistics, operations, finance) identifying key steps, communications, linkages for TEAMS and OOP resources coming in	10/9/2018 2:27 PM
23	no	10/9/2018 1:11 PM

After Action Reviews and Debriefs Summary - 2017 and 2018

Fire Year	Title	Geographic location/ event	Participants	Contact	Status (underway, complete)	File location/ Hyperlink
			BCWS (Kevin Skrepnek / Aaron Pawlick) EMBC Regional District Communications Reps	Jennifer Fraser	Complete	
	Abbott/Chapman 2017 Communications Debrief	Kelowna, BC	BCWS Communication Specialists/Assistants	Aaron Pawlick	Complete	
	2017 BCWS Communications Debrief	Richmond, BC	BCWS Communication Specialists/Assistants	Aaron Pawlick / Cliff Chapman	Underway	
	2018 BCWS Communications Debrief	Kamloops, BC	BCWS Leadership Team & Business Area Leads	Madeline Maley / Aaron Pawlick	Complete	
	BCWS Leadership Debrief 2017 (Focus Group)	Richmond, BC	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead	Diane Ross	Complete	N/A
	2017 CLT F2F Debrief	Provincial/2017 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead, and Services Officers	Diane Ross	Complete	N/A
	2017 CWST F2F Debrief @ Sr. Leaders	Provincial/2017 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead, and Services Officers	Diane Ross	Complete	N/A
	2018 CWST F2F Debrief on Winter Project	Provincial/2017 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead	Diane Ross	Complete	N/A
	2018 CLT F2F Debrief	Provincial/2018 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead, and Services Officers	Diane Ross	Complete	N/A
	2018 CWST F2F Debrief	Provincial/2018 Fire Season	6 Provinces and one territory: CIFFC Lead is Dave Bokovay from Winnipeg	Robert Keddle	Complete	N/A
	CIFFC F2F Equipment Working 2018 Group AGM	National/2018 Fire Season - hosting	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead	Diane Ross	Complete	N/A
	2017 CLT F2F Debrief	Provincial/2017 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead, and Services Officers	Diane Ross	Complete	N/A
	2017 CWST F2F Debrief @ Sr. Leaders	Provincial/2017 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead, and Services Officers	Diane Ross	Complete	N/A
	2018 CWST F2F Debrief on Winter Project	Provincial/2017 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead	Diane Ross	Complete	N/A
	2018 CLT F2F Debrief	Provincial/2018 Fire Season	Provincial: CWS Manager, Corporate Admin Manager, Assets Lead, Procurement Lead, Finance Lead, Depot Lead, and Services Officers	Diane Ross	Complete	N/A
	2018 CWST F2F Debrief	Provincial/2018 Fire Season	6 Provinces and one territory: CIFFC Lead is Dave Bokovay from Winnipeg	Robert Keddle	Complete	N/A
	CIFFC F2F Equipment Working 2018 Group AGM	National/2018 Fire Season - hosting	6 FN Chiefs, 2 District Managers, FCM, Director or Resource Mgt		Complete	Still ongoing (bi-monthly meetings)
	Elephant Hill Fire Joint Leadership 2017 Council	Elephant Hill fire	Chief Forester, Deputy Chief Forester, ADM, REDs, FCM		Completed	
	Chief Forester Elephant Hill fire 2017 debrief and tour	Elephant Hill fire	Madeline Maley, Rob Schweitzer, Kevin Boon and 2 other range area directors		Completed	
	2017 BC Cattlemen	Provincial	Kamloops Leadership Team Meeting		Completed	
	2017 Kamloops Leadership Team	Fire Centre	Managers from BCTS, Districts and BCWS		Completed	
	2017 TEAMS Managers Debrief	Fire Centre	Senior Leaders of KFC		Completed	
	2017 Kamloops Fire Centre Debrief	Fire Centre	Guide Outfitters and Rob Schweitzer		Completed	
	Guide Outfitters Association of BC 2017 AGM	Provincial	LSIB/range tenure holders/ agriculture/range/BCWS/Districts/EMBC/Parks/	cliff chapman	complete Nov 7th, 2018	not developed yet
	2018 Fire and flood AAR	Lower Similkameen Indian Band	Secwepemc First Nations/BCWS/EMBC	Rob Purdy	Scheduled for Dec 6th, 2018	not developed yet
	2018 Secwepemc open house	Kamloops Fire Centre	Provincial Tolko reps (chairman of the board)/BCWS	cliff chapman	September	N/A

After Action Reviews and Debriefs Summary - 2017 and 2018

Fire Year	Title	Geographic location/ event	Participants	Contact	Status (underway, complete)	File location/ Hyperlink
2017	Bulkley Debrief - end of season	Telkwa Base October 4, 2017	Bulkley zone staff and FC Staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\Business & Service Plan\2017 Debrief
2017	Cassiar end of season Debrief	NWFC October 11, 2017	Cassiar zone staff and FC staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\Busin
2017	Skeena end of season debrief	Terrace Oct 2, 2018	Skeena zone staff and FC Staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\Busin
2017	Nadina end of season debrief	Burns Lake October 5, 2018	Nadina zone staff and FC staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\Busin
2017	Fire Centre Debrief	NWFC October 26, 2017	NWFC All Staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\Busin
2018	Bulkley Debrief	Telkwa Fire base Oct. 14/18	Rangers/Rainmakers U/C NW Echo, NW Foxtrot, NW Golf I/A crews Bulkley Zone Office Staff	Jeff Walsh	Complete	G:\Publish\Zones\Bulkley\Operati
2018	Fire Centre Debrief	October 23rd/2018 Banner Mtn Lodge	NWFC all staff	Diane Mackay	Complete	G:\Workgrp\Common_Files\NWLT
2018	EMBC	Nov. 6/18 at Terrace office	Ryan Chapman, Steve Kitchen, Carolyn Ba	Ryan Chapman	Upcoming	
2018	Regional District of Bulkley Nechako	Scheduled - December 11 RDBN Boardroom	Cliff Manning		Upcoming	
2018	Regional District of Kitimat Stikine	Scheduled - December	Steve Kitchen		Upcoming	
2018	Aska Dena	Scheduled	Ryan Chapman		Upcoming	
2018	Nadina Zone Industry Meeting	Scheduled - December 12/18 BL Fire Hall	Cliff Manning		Upcoming	
2018	Bulkley zone Industry Meeting	Scheduled - December	Jeff Walsh		Upcoming	
2018	Niiga's First Nation debrief	Scheduled for Nov. 14/18	Brad Martin	Brad Martin	Upcoming	
2018	Debrief IMT #6	May-18	IMT #6 and NWFC Staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\NWLT
2018	Nikutkwa Complex IMT Debrief	7-Sep-18	Sask IMT and NWFC Staff (Jeff Walsh)	Ryan Chapman	Complete	G:\Workgrp\Common_Files\NWLT
2018	Lainj IMT Debrief	5-Sep-18	Lainj IMT and NWFC	Ryan Chapman	Complete	G:\Workgrp\Common_Files\NWLT
2018	Murdoch IMT	2-Sep-18	Murdoch IMT and NWFC Staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\NWLT
2018	Watson Lake	3-Sep-18	Yukon Fire Service and NWFC Staff	Ryan Chapman	Complete	G:\Workgrp\Common_Files\NWLT

2017three southern zone