

**Ministry of the Solicitor General**

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**MEMORANDUM TO:** All Ontario Fire Chiefs

**FROM:** Jon Pegg  
Ontario Fire Marshal

**DATE:** November 6, 2023

**SUBJECT:** Volunteer Recruitment and Retention Survey

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During the consultation period for O. Reg 343/22 Firefighter Certification, there were many questions and comments regarding the potential impact that this regulation could have on the volunteer firefighter community.

As a follow-up to the regulation, both the Office of the Fire Marshal and the Ontario Association of Fire Chiefs committed to establishing a Volunteer Recruitment and Retention working group to get an understanding of the current landscape within the volunteer firefighter sector. Each day the fire service does tremendous work to not only recruit volunteers but to retain them through well-planned onboarding and training opportunities.

One of the critical pieces for the working group is to gather feedback from the fire service. I am pleased to share an online survey that has been developed to collect information from volunteers about their experiences to date, and from fire chiefs about their fire departments, their training programs and how they work to maintain their complement of volunteer firefighters.

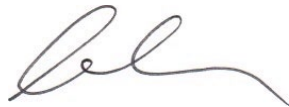
Participation in this survey is voluntary but strongly recommended. For the working group to develop strategies for future consideration, it is imperative that they understand the current landscape. All responses to the survey are anonymous. We ask that fire chiefs provide the English and French links to their respective volunteer firefighters and take the time to respond to the survey themselves.

The English survey can be accessed at the following [link](#).  
The French survey can be accessed at the following [link](#).

The survey is now open and will close on December 8, 2023.

If you have any questions about the survey, I encourage you to reach out to your local Fire Protection Adviser or contact Deputy Fire Marshal John McBeth at [john.mcbeth@ontario.ca](mailto:john.mcbeth@ontario.ca).

Sincerely,

A handwritten signature in black ink, appearing to read 'Jon Pegg', with a long horizontal flourish extending to the right.

Jon Pegg  
Ontario Fire Marshal

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety