

NIFSC ANNUAL REPORT

2023/2024



National Indigenous
Fire Safety Council
Conseil national
autochtone de la sécurité incendie

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EMPOWERING INDIGENOUS COMMUNITIES (prevention)

Goal: By 2030 all Indigenous communities are aware of the causes of fires, know how to prevent fires and can act on it

Fire prevention is a strategic activity upstream that comes first (similar to the level of service standard). This is where the NIFSC will expand capacities and access to quality awareness and education offerings, including generic and targeted guidelines to allow various audiences to help themselves. The NISFC will be working with local leadership, stakeholders, and through local or regional partners. This will happen against the backdrop of national campaigns run by the NIFSC to raise awareness across all Indigenous communities.

Strategic Objective 1

Increase the awareness, availability, and access to quality fire prevention programs and public education in ways that work for Indigenous communities.

The NIFSC facilitated the delivery of [two accredited training courses](#) in Junen 2023 with the Justice Institute of BC (JIBC). The [Fire and Life Safety Educator](#) (FLSE) course ran June 19 to July 14, 2023, and [Fire Cause and Origin 1](#) (FCO 1) course delivery dates June 26 to July 23, 2023. Using NFPA 1035 competencies, the FLSE course trains community-based fire practitioners to gain the knowledge and skills needed to deliver sound public education to their communities. The course provides community members with the competencies to navigate the myths and realities of fire, human behaviour during fire emergencies, and strategies to effectively reach a variety of audiences.

2023 National Poster Contest

The NIFSC National Poster Contest is designed to engage First Nations and educational groups throughout the country. The National Poster Contest encourages participants to creatively express their understanding of fire safety through visual art. The contest was distributed in both English and French ensuring accessibility to a wide audience. The contest and associated materials were shared with a variety of partners and communities.

Saved By the Beep Campaign - September 28, 2023

The NIFSC collaborated with the Ontario Fire Marshals to support their smoke alarm testing campaign – Saved by the Beep- and to encourage other regional organizations to expand the campaign to a national program. The campaign is available in 14 different languages and included a variety of partners and support partners noted below.

Creators and partner developers included: Ontario Fire Marshals – Creator, Fire Marshal’s Public Fire Safety Council Distribution Centre - Partner, Ontario Association of Fire Chiefs – Partner, Ontario Association of Fire Educators – Partner, Ontario Municipal Fire Prevention Officers Association – Partner, and Ontario Professional Fire Fighters Association – Partner.



Campaign support partners included Government of British Columbia, Government of Saskatchewan, Government of Manitoba, Government of Quebec, Government of Nova Scotia, CanOps Integrating Public Safety Solutions, Yukon Fire Marshalls Service, Council of Canadian Fire Marshals and Fire Commissioners, and Canadian Association of Fire Chiefs.

Earlier this year, the NIFSC also released **a national public service announcement** on the importance of smoke alarms, [available on YouTube](#) (IS 1.2) and advanced the initiative with second public service announcement released in June on [Smoke Alarms - We Won't Rest Until You Install and Test.](#)

The [2023 Indigenous Public Safety Conference](#) took place in Montreal, Quebec on September 14 and 15, 2023, on the unceded Indigenous land of the Kanien'kehaka Nation, part of the Haudenosaunee and also known as the Mohawk Nation as part of the Iroquois Confederacy.

The conference included 175 pre-registrants, five (5) conference streams – Climate Change, Emergency Management, Fire Prevention, Fire Service Operations, and Occupational Health and Safety. There were 28 conference presenters from six regions and 24 tradeshow vendors in attendance.

Gordon Routley

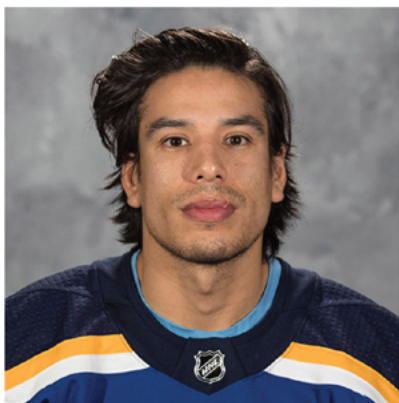
Conférencière d'honneur aux cérémonies d'ouverture

Le 1er septembre 2023, Gordon Routley a pris sa retraite de son poste de directeur adjoint du Service des incendies de Montréal après 55 ans de service actif au sein de services de pompiers de carrière et de pompiers volontaires au Canada et aux États-Unis. Il a commencé et terminé sa carrière à Montréal, mais dans les années qui ont suivi, il a été agent de sécurité dans le comté de Prince George, au Maryland; adjoint au chef des pompiers à Phoenix, en Arizona; et chef des pompiers à Shreveport, en Louisiane.

Il a également enseigné à la National Fire Academy aux États-Unis, a présenté plus de 100 réunions et conférences et a enquêté sur certains des incendies les plus dévastateurs survenus au cours de sa longue carrière; notamment l'incendie de Sofa Superstore à Charleston, en Caroline du Sud, qui a coûté la vie à neuf pompiers.

Il est ingénieur agréé, titulaire d'une maîtrise en administration publique et a reçu une bourse de la John F. Kennedy School of Government de l'Université Harvard. En 2014, il a été nommé chef de carrière des pompiers de l'année par l'Association canadienne des chefs de pompiers.

Son plan de retraite consiste à rester impliqué auprès du service d'incendie et à partager son expérience le plus largement possible, en commençant par ses trois petites-filles.



Jordan Nolan

Conférencier D'honneur aux Cérémonies de Fermeture

Acteur canadien et triple champion de la Coupe Stanley avec les Kings de Los Angeles (2012, 2014) et les Blues de St. Louis (2019), Jordan Nolan est originaire de la Première Nation de Garden River, en Ontario. Il est cofondateur de l'École de hockey de la Première Nation NOLANS, créée en 2013, un camp de développement des habiletés de hockey pour les jeunes des Premières Nations âgés de 7 à 15 ans. Jordan poursuit maintenant une carrière de pompier.

In addition to the conference, two additional events took place; accredited pre-conference training September 12-13, 2023, and the 34th annual National Firefighting Competition on September 16, 2023, co-hosted by Kahnawake Fire Brigade.

The **34th annual National Firefighting Competition** saw the participation of teams from BC, Alberta, Saskatchewan, Manitoba, Quebec, and the Atlantic regions.



**National Firefighting
Competition 1st Place Winners**
Team Manitoba from Cross Lake First
Nation



**National Firefighting
Competition 2nd Place Winners**
Team Alberta from Beaver Lake Cree
Nation



**National Firefighting
Competition 3rd Place Winners**
Team British Columbia from Saik'uz First
Nation



**National Firefighting
Competition 3rd Place Winners**
Team British Columbia from Saik'uz First
Nation

The conference included 175 pre-registrants, five (5) conference streams, 28 conference presenters from six regions, two keynote speakers, and 24 tradeshow vendors in attendance. This year, we were honored to have Dr. Amelia Tekwatonti McGregor as the conference Elder. The opening ceremonies keynote speaker was Gordon Routley, retired Assistant Director of the Montreal Fire Department, and Jordan Nolan, three-time Stanley Cup Champion with the LA Kings and St. Louis Blue served as the closing ceremonies keynote speaker.

Conference streams included Climate Change, Emergency Management, Fire Prevention, Fire Service Operations, and Occupational Health and Safety.

2023 IPS Conference At A Glance

175 Pre-Registrants	28 Conference Presenters from BC, AB, MB, ON, QC, and NT	
Five (5) Conference Streams	24 Tradeshow Vendors	Two Keynote Speakers

A survey was distributed following the conference and the biggest take away was the need for networking opportunities and more training opportunities in areas of advanced extrication, emergency management, ISC/level of OPS Capitol, mental health and resilient minds and wildfire mitigation. Desired conference sessions for next year varied, including funding opportunities, firefighter health and wellness, emergency management, traditional Indigenous practices in fire training and protection, vehicle extrication and wildland urban interface training.

The [2024 Indigenous Public Safety Conference](#) will take place **October 22 – 26, 2024** in Richmond, British Columbia at the River Rock Resort and Casino. The [pre-conference training registration](#) is now open. Participants can attend certified training courses prior to the conference on October 22 and 23, 2024. [Conference registration is also open](#). The 35th annual National Firefighting Competition will occur on October 26, 2024, in Richmond, BC.

Indigenous Public Safety Conference 2024

Schedule

October 22-23
Pre Conference Training

October 24-25
Indigenous Public Safety Conference
**Conference registration will open April 1, 2024*

October 26
35th Annual National Firefighting Competition

Location

Vancouver, British Columbia

Website

<https://indigenousfiresafety.ca/en/IPSC-2024>

Conference registration will open April 1st, 2024

**Save
The Date**

Indigenous Public Safety Conference 2024

Call For Speakers!

Registration opens January 8, 2024 and closes April 1, 2024

Location

Vancouver, British Columbia

Conference Themes

- Fire Operations
- Fire Prevention
- Climate Change and Wildfire
- Emergency Management
- Occupational Health and Safety
- Policy management

Submissions

Please visit the IPS Conference webpage for all submission information and online registration.

<https://indigenousfiresafety.ca/en/IPSC-2024>

2024 Indigenous Public Safety Conference

Registration is Now Open

River Rock Casino, Richmond British Columbia

Pre Conference Training October 22-23	Indigenous Public Safety Conference October 24-25	35th Annual National Firefighting Competition October 26
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Click Here to Register

Call for Speakers!

2024 Indigenous Public Safety Conference

Vancouver, British Columbia

Registration opens January 8, 2024 and closes April 1, 2024

Click For Registration

The NIFSC focused on partnership development. In collaboration with the **Canadian Mental Health Association (CMHA)**, the IFMS supported the development and delivery of the **first French version of Resilient Minds, Indigenous Adaptation, Train the Trainer**. The outcome for the course has added Indigenous French instructors for CMHA and the IFMS to access and utilize. Resilient Minds was delivered in Banff Alberta, on March 6 and 7, 2024, co-taught by the IFMS's Leon Smallboy. The session included 75 participants with Alberta Regional Mental Illness Crisis Response Team for Treaty 6,7, and 8 First Nations. This delivery identified Indigenous traditional knowledge pieces that CMHA had committed to incorporating into the curriculum.

CN Rail - CN Rail held a First Responder training course with Samson Cree Nation fire department and the Louis Bull Tribe fire department in collaboration with the NIFSC.

Independent First Nations Alliance (IFNA) - Wiser Program – Development work with the IFNA Wiser program (waterless fire suppression) is underway with a pilot training delivery scheduled to take place at the 2024 Indigenous Public Safety (IPS) conference.

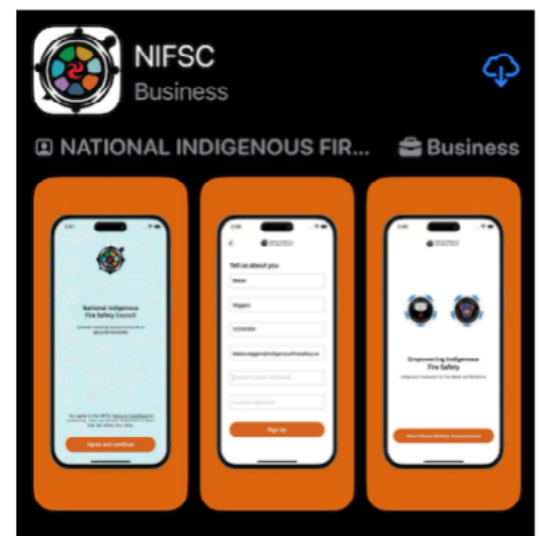
Atlantic Aboriginal Firefighter Association (AAFA) – Smoke Alarm Program – Development work is underway for a region-wide smoke alarm campaign in partnership with the AAFA. The preliminary program and costing for submission to ISC Atlantic Region has been developed. An environmental scan to identify training needs will be implemented at the regional firefighter competition and conference to be hosted by Eskasoni First Nation in August 2024.

Bimose Tribal Council (BTC) – Governance Action Plans – A pilot project with the BTC utilized the Integrated Community Assessment Tool (I-CAT) in ten communities. The IFMS partnered with BTC to develop action plans to address deficiencies, expand capacity and increase fire protection based on identified risks. Three communities have engaged in action plan meetings with seven others planned for the next fiscal year.

In February 2024, an **updated National Incident Reporting System (NIRS) tutorial and introduction video**. The [video, found here](#), was completed and launched and has over 700 views across all social media outlets to date.

The IFMS and PPS developed eight **Spring Safety Campaigns** to promote awareness for Public Safety. They included Ice Safety, Wildfire, BBQ, and Smoke Alarm, etc. for the Spring Safety Awareness campaign and launched it across all NIFSC media outlets beginning March 19, 2024

The **Home Safety App** is on-line and available for download on both APPLE and Android. A launch was planned to coincide with the AFN Fire Gathering, with the delay a soft launch was performed in March 2024. Future updates will include a FireSmart section to align and compliment ancillary home safety program.



Strategic Objective 2

Increase the understanding of contributing factors to inform fire prevention strategies, programs, measures and awareness and education offerings.

To date, there are 3,450 entries in the NIRS database. The NIRS Coordinator continues to meet with community representatives and fire chiefs to support the submission of fire incident reports. All contact points and support services by the IFMS also include promotion and training of the NIRS system.

A [new NIRS training video](#) was launched and serves as a means of introducing users to the NIRS system as well as supporting users with submitting a fire incident report. To date, there are 3,633 fire-related incidents captured in the NIRS database.

Collaboration with the Saskatchewan Public Safety Agency, Ontario Office of the Fire Marshal, and the Manitoba Office of the Fire Commissioner continues to support on-reserve fire incident data. Data-sharing agreements with the Nova Scotia Office of the Fire Marshal and New Brunswick Office of the Fire Marshal will support incident reporting in those regions as well.

The NIFSC is continuing to work with the RCMP (E-Division), located in British Columbia, to establish a formal data-sharing agreement. It is expected this agreement will be completed in 2024. The establishment of this data-sharing agreement will ensure the collection and transfer of on-reserve fire incidents data and cause and determination reports to the NIFSC.

A research report, [Assessing Fire Safety Tools in Canada](#), was published highlights the current and emerging tools, such as UAS, GIS, fire modeling and simulation software, predictive analytics and machine learning tools.

Strategic Objective 3

Increase the active engagement of young volunteers in the design and implementation of awareness campaigns and education offerings.

A school-based fire prevention program was developed and distributed throughout the second half of the fiscal year. The lesson plans are available online for download - [Fire Prevention Awareness Campaign 2023 – National Indigenous Fire Safety Council](#).

The Junior Firefighter program is being enhanced to include a self-service delivery mode. The program, run by the Kahnawake Fire Brigade, had 12 adolescents participate and gain their certification in basic Cardiopulmonary Resuscitation and First Aid through the Kahnawake Community Services Youth Group. The program will continue with a delivery of a Fire Extinguisher with Kahnawake Youth.



ENABLING PARTNERS TO DELIVER (capacity building)

Goal: By 2030 all regional operational partners are enabled to deliver and sustain quality services to cover fire prevention and protection needs

Through enabling its partners, and where needed in its direct service delivery, the NIFSC will scale up the provision of quality fire-safety service packages to target audiences. To achieve this goal, the NIFSC will collaboratively work with partners to improve service offerings, quality and coverage while advocating for regional funding with regional partners. In regions that lack regional organizations, the NIFSC will create branches or support groups that could transition into self-sustaining organizations or create and mentor new service delivery organizations.

Strategic Objective 4

Increase support to regional organizations and community fire departments to include capacity building for enhanced service delivery, quality, and coverage.

Utilizing best practices to support regions, the IFMS worked with the Atlantic First Nations Fire Chief to support re-establishment of their association, developing operational plans and regional training. The NIFSC administrative services are being reviewed as an option for providing an umbrella organizational host by other Indigenous organizations.

Deliveries were completed in the following areas:

First Nation Government	Services
Daylu First Nation, BC	FDA, CFSA, Fire Station Design Support and Governance support
Paul First Nation, AB	Fire Officer training, budgets management, HSA training, NIRS, Fire Apparatus acquisition support with AB Region ISC and SeaHawk manufacturer
Taku First Nation, BC	FDA, CFSA and Governance support
Maskwacis FD (Samson Cree Nation), AB	Fire Investigations, Inspections and NIRS data entries
Enoch Cree Nation, AB	Fire Investigations & Inspections
Walpole IFN, ON	Fire Dept Assessment & Community Fire Safety Assessments
AB Regional Mental Health Treaty 6, 7, 8	Resilient Minds course to 75 students
Battle River Tribal Health, SK	HSA training
Tribal Chiefs Ventures Inc (Frog Lake FN, Kehewin Cree Nation, Heart Lake FN, Beaver Lake Cree Nation, Cold Lake FN), AB	Governance support – recruitment of a Fire Officer position
Gitwangak First Nation Fire Department, BC	Governance
Virtual training session	First Nations fire liability
Akwesasne Mohawks, ON/QB	Governance support – new position description development.

Strategic Objective 5

Increase the coverage in regions that lack regional service delivery organizations.

The NIFSC helped ONFFS achieve a multi-year stable governance structure by providing the administrative, governance, event facilitation, financial management, social media and design support. NIFSC provided support to the Alberta region by writing and submitting a funding submission for the regional training and National Firefighting Competition selection. Support offer was also made to the Manitoba Fire Officers to develop funding agreements and coordinate regional events.

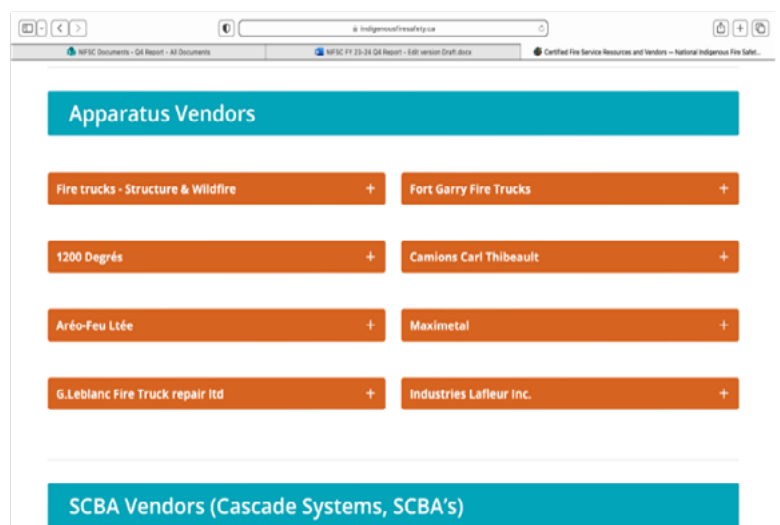
The NIFSC and the IFMS continued to support regional coverage including;

- Alberta – Continued support to Alberta region fire chiefs developing wildland interface capacity & programs.
- Atlantic – Regional coordination meeting logistics and administrative support provided to the Atlantic Firefighters Association including coordination of in person fire chiefs meeting in Truro NS and developing a plan to re-establish the association.
- Saskatchewan – Collaboration with PAGC to provide input to Saskatchewan Indian Institute of Technology programs and Province of SK wildfire program and developing First Nations capacity.

The NIFSC provided support to the following regions;

- Alberta – Funding proposals to NRCAN on behalf of Samson Cree Nation
- Ontario – Continued collaboration with ONFFS in developing funding proposals for activities in Ontario region.
- Atlantic Firefighters Association – Support for fire prevention program funding.

Updates performed to resource pool with gains in equipment providers and apparatus suppliers. The ongoing additions to the resource pool will focus on capacity gaps in the new FY including WETT inspectors, OHS advisors and exposure protection specialist. The resource pool is published on the website under [Community Programs, Fire Service Resources and Vendors](#).



Strategic Objective 6

Improve collaboration among operational partners to optimize delivery of support & capacity building.

The NIFSC shifted its focus from attempting to coordinate pan-national operational partner meetings to organizational meetings with relevant and willing partners. This proved to be more successful. Operational dialogue occurred with FNESS, TSAG, PAGC, ONFFS, OFNTC, Yukon Wildfire, CCFMFC, CAFC and CIFFC.

The NIFSC continues to attend meetings pertaining to climate change issues including ongoing dialogue with NRCan, CIFFC, Emergency Management Canada, Thunderbird Collective, AFN Emergency Management and provincial seasonal and climate change briefings. These meetings highlight regional issues associated with climate change, such as wildfire, flooding, emissions standards, etc.). Dialogue with Indigenous organizations to develop a standing working group has been limited by staffing and organizational capacity.

CHAMPIONING CHANGE (collaborations, policies and best practices)

Goal: By 2030 legislative, policy or practice improvements in fire safety and protection and related issues are in place to meet or exceed Canadian average numbers of fire incidents with injuries and deaths

This goal underpins the above program goals. The NIFSC would act through direct advocacy and creating coalitions or networks to galvanize commitment from indigenous leaders and from governments to secure legislative, regulatory policy or practice improvements for fire safety. This would include interrelated issues such as housing, education, data, funding, firefighting capacities, etc. Achieving this goal will require strengthening collaborative frameworks that will be shaped in the process of advocating improvements in these areas.

Strategic Objective 7

Strengthen collaborative frameworks, integrate data systems, and improve knowledge management to effectively address evolving fire safety

The NIFSC has published four (4) new research reports

- [Monitor Policy Areas](#)
- [Best Transferable Practices In Existing Frameworks](#)
- [An Exploration and Assessment of Fire Safety and Awareness Campaigns](#)
- [Policy Instruments](#)

The NIFSC is coordinating a cause and determination depository for future researchers and fire safety educators to develop community-based programs based on trends within a region or nationally. Seven (7) cause and determination reports for fire incidents that occurred in the 2023-2024 fiscal year. These reports were received through from Saskatchewan Public Safety Age and the Government of Manitoba.

Please note that the cause and determination reports requested for fatal fires in Q4 have not been received because the reports have not been completed by the investigating body. The Research & Standards has spoken with the Ontario Office of the Fire Marshal and Government of Manitoba, and they will provide the requested reports when they have been completed.

The NIFSC attended the Chiefs of Ontario Assembly and has requested meetings with regions that have the least leveraged capacity and representation to provide updates and seek input from regional political leadership to define priorities. NIFSC is coordination with the AFN to attend the Annual General Assembly to provide update and meet with chiefs interested or requiring service delivery.

Strategic Objective 8

Strengthen commitment from First Nations and governments to a coherent Indigenous fire safety and protection framework and funding instruments.

The NIFSC contributed to the latest volume of the **IARC Monographs Volume 132 on Occupational Exposure as a Firefighter** publication, which can be found online, available for download: <https://publications.iarc.fr/615>.

The NIFSC published a report detailing the various policy instruments available, [Monitor Policy Areas](#), and the report highlights the pros and cons of each policy.

The NIFSC continues to work with the AFN Chiefs Committee on Housing and Infrastructure (CCoHI). The NIFSC is seeking the opportunity to provide technical and industry support related to the AFN policy work on legislation and housing related activities.

Strategic Objective 9

Improve horizontal or sector policies, standards, and practices to ensure greater fire safety and protection (e.g., data systems, housing, water, education, volunteerism)

The Technical Advisory Council (TAC) continues to meet regularly and is comprised of representatives from the following organizations:

- Alberta Technical Services Advisory Group
- First Nations' Emergency Services Society
- Independent First Nations Alliance
- National Indigenous Fire Safety Council

- Ontario First Nations Technical Services Corporation
- Prince Albert Grand Council

The NIFSC continues to attend various meetings pertaining to fire safety and protection, wildfires, climate change, and other related issues. Partner organizations include the Canadian Interagency Forest Fire Center, Canadian Wildfire, Environment and Climate Change Canada, U.S. Department of Commerce, U.S. Embassy, and various academic institutions (University of Alberta, University of British Columbia, University of New Brunswick, Dalhousie University, etc.).

The NIFSC has been working with Dalhousie University supporting the creation of an Indigenous wildfire course through the provision of Indigenous-led wildfire research and data. It is expected that this course will be scheduled for the fall 2024 semester.

EQUIPPED TO DELIVER

Goal: By 2030 NIFSC is a strong, innovative, and collaborative organization that is well governed and accountable, and equipped with the skills, capacities, and resources to effectively deliver its evolving mission

Strategic Objective 10

Strengthen organizational governance and accountability.

ByLaw No.1 was developed in conjunction with legal consultants that specialize in Indigenous not for profit organizations and performed Board training. The Special Resolution for the revised ByLaw No.1 was passed and implemented in January 2024.

Strategic Objective 11

Strengthen skills, capacities, and IT systems.

The NIFSC attended the ProBoard conference and training in January 2024. Focus on NFPA competency updates, JPR skill assessment, test bank development and alternative competency assessment methodology.

The NIFSC attended the annual IAFC Wildland Fire Management conference in March 2024.

Strategic Objective 12

Strengthen resources and partnerships.

NIFSC Board President Michelle Vandevord attended the ThunderBird Collective meeting in Kamloops, BC. This group was formed by Natural Resources Canada as an independent First Nations advisory group. Michelle Vandevord and Blaine Wiggins met with the Indigenous Leadership Initiative and NRCan to discuss NIFSC becoming the support organization to host the ThunderBird Collective to maintain an arm's length relationship from the federal funding organization. NIFSC is developing a proposal for consideration by Natural Resources Canada.

The AFN and NIFSC coordinated several meetings in support of the AFN Fire Gathering, when the event was postponed, the dialogue continued to explore the opportunity to develop a co-branded – co-managed conference.

The NIFSC attended the Ontario ERT Emergency Response, Search & Rescue forum in Toronto to provide an update of NIFSC mandate and support the inclusion of First Nations in the provincially coordinated ERT framework. The NIFSC also attended the CAFC Government Relations week in December 2023 and the CAFC Cancer Virtual Workshop.

NIFSC 2023-24 Expenditure Report

2023-24 Unaudited Expenditure Report - May 8, 2024

		Total Budget	Budget status	Expense 2023-24
1003	Governance	18,000.00	-859.13	18,859.13
1004	Fire Conference / NFC	309,500.00	2,283.34	307,216.66
	Facilities	169,500.00	-14,102.22	183,602.22
	NFC Teams	76,000.00	27,133.21	48,866.79
	Conf & NFC logistics/swag/printing	14,500.00	-13,378.93	27,878.93
	Conf travel staff / speakers	34,500.00	13,172.53	21,327.47
	Training	15,000.00	-10,541.25	25,541.25
	Proportioned Admin Board & Conf		0.00	0.00
	AFAC Activity	327,500.00	1,424.21	326,075.79
2003	IFMS Resources	414,152.00	10,636.14	403,515.86
	Sr. Director BW .45	73,500.00	-696.41	74,196.41
	Dep Director Training KC .75	88,500.00	-7,735.76	96,235.76
	Dep Director Oper AL/KO/KLP .5	47,500.00	10,815.39	36,684.61
	Fire Service Specialist LS 1.0	107,000.00	4,530.27	102,469.73
	Fire Officer 1 MG 1.0	72,500.00	39,723.61	32,776.39
	Fire Service Specialist FM .25	25,152.00	-7,392.66	32,544.66
	No budget: Training & IFMS relat	0.00	-28,608.30	28,608.30
2004	Research	151,000.00	-139,309.23	290,309.23
	Research Resources	81,400.00	-149,089.85	230,489.85
	Research Director LG contract	69,600.00	9,780.62	59,819.38
2005	Corporate Resources	301,387.00	3,663.73	297,723.27
	Exec Dir NW .75 (BW ED duties)	120,500.00	-1,441.27	121,941.27
	Sr Dir MD .5	69,500.00	1,403.67	68,096.33
	Budget Officer OA .2	15,000.00	109.53	14,890.47
	Human Resources .5	41,000.00	11,204.80	29,795.20
	Fin Manager - contract 60K	55,387.00	-7,613.00	63,000.00
2011	PPS	158,474.00	-7,010.15	165,484.15
	Designer KN 1.0	65,000.00	2,582.85	62,417.15
	Comms Officer TG 1.0	76,000.00	-11,139.30	87,139.30
	Sr. Dir BW/BS .11	17,474.00	1,546.30	15,927.70
2013	NIRS Delivery Specialist AS	62,572.00	-15,912.71	78,484.71
	Proportioned Admin HR		-48,585.76	48,585.76
	Human Resources	1,087,585.00	-196,517.98	1,284,102.98
3002	Translation/Regional Support	116,522.00	-7,171.65	123,693.65
	Sr Dir BW/Translation .06	10,000.00	2,815.11	7,184.89
	Translation FSS DP .25	25,500.00	-21,257.22	46,757.22
	Exec Asst EC 1.0	65,522.00	15,025.60	50,496.40
	Admin Asst TI .25	15,500.00	-3,755.14	19,255.14
	Trans / Regional Support	116,522.00	-7,171.65	49,170.31
4000	Board Travel	50,000.00	25,850.14	24,149.86
4001	Corporate Services / HR Travel	8,000.00	5,422.97	2,577.03
4002	Population & Partnership Services	10,000.00	-8,750.46	18,750.46
4003	NIRS Travel	8,000.00	4,307.04	3,692.96
4004	Research Travel	0.00	0.00	0.00
4005	IFMS Travel	58,000.00	7,708.01	50,291.99
	Travel	134,000.00	34,537.70	99,462.30
7001	Admin - Office Supplies	8,000.00	4,554.47	3,445.53
7002	Admin - Telecommunications	11,400.00	8,602.90	2,797.10
7003	Admin - Logistics	13,000.00	4,672.91	8,327.09
7004	Admin - Audit / Legal & Bank	18,000.00	-36,436.38	54,436.38
7005	Admin - Physical Infrastructure	18,200.00	200.00	18,000.00
7006	Admin - Software/IT	27,500.00	1,881.83	25,618.17
	Administration Costs	96,100.00	-16,524.27	112,624.27
	Total Budgeted Expenses	1,761,707.00	(109,728.65)	1,871,435.65



National Indigenous
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