

**Town of Nanton**

**POLICY DESCRIPTION:** Attendance Policy

**DEPARTMENT:** Fire Department

**REFERENCE NUMBER:** 23-120506

**REPLACES POLICY DATED:**

**RETIRED:**

**APPROVED:** March 6, 2012

**EFFECTIVE DATE:** March 6, 2012

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**SCOPE:** Practice attendance requirements.

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**PURPOSE:** To provide guidelines for mandatory practice attendance for the Nanton Fire Department.

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**POLICY:**

Attendance will be kept at 60% minimum over a 6 month consecutive period. If attendance falls below the required minimum it will be mandatory for the firefighter to regain a 60% average over a 3 month consecutive period. If the mandatory 60% over 3 months is not met, disciplinary action will follow. This will include but may not be limited to demotion or possible dismissal.

This policy will be enforced at the discretion of the Fire Chief.

Leaves of absence/family emergency not withstanding.

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Approved: \_\_\_\_\_

A handwritten signature in black ink, appearing to be 'J. M. ...', written over a horizontal line.