

To: Safety and Facilities Services Committee

From: Adam Grant, Commissioner,
Safety and Facilities Services Department

Report Number: SF-25-47

Date of Report: October 15th, 2025

Date of Meeting: October 20th, 2025

Subject: 2025 Staff Emergency Management Training

Ward: All Wards

File: 03-05

1.0 Purpose

The purpose of this report is to provide an update on the annual staff emergency management training.

The report will highlight the following with respect to emergency management training attended by staff in 2025:

- Topic(s) for the training
- Date(s) that training occurred
- The number of staff that have received emergency management training to date

2.0 Recommendation

That the Safety and Facilities Services Committee recommend to City Council:

That Report SF-25-47 dated October 15, 2025, concerning staff emergency management training be received for information.

3.0 Input From Other Sources

- Fire Services

4.0 Analysis

4.1 Background

In accordance with the Emergency Management and Civil Protection Act, R.S.O. 1990, c. E.9 ("Emergency Management and Civil Protection Act"; formerly the Emergency Plans Act, 1983), there is a requirement for municipalities, ministers of the Crown, and designated agencies, boards, commissions, and other branches of government to develop and implement emergency management programs consisting of emergency plans, training programs and exercises, public education, and any other elements prescribed by regulation.

The Emergency Management and Civil Protection Act s. 3(5) requires all Ontario municipalities to deliver emergency management training to staff to ensure organizational readiness in the event of an emergency.

4.2 Incident Management System (IMS) Training

In early 2025, the City of Oshawa delivered provincially designed Incident Management System Training (IMS) 200 training to staff over two sessions held on January 16 and February 27. Twenty-eight participants completed the training and learned the fundamentals of incident response, including resource management and communication strategies.

Additionally, on May 7, 2025, Enbridge Gas facilitated a specialized training session attended by 15 staff members. This session focused on recognizing and responding to natural gas-related emergencies, enhancing staff awareness and response capabilities in these types of incidents. In total, 43 staff members from across all branches of the City of Oshawa have received emergency management training this year.

The active participation of all Municipal Control Group members and key emergency response personnel in this training demonstrates the City's compliance with legislative requirements under the Emergency Management and Civil Protection Act and the City of Oshawa's Emergency Management By-law 77-2008. These training initiatives directly support the City's Strategic objective to strengthen emergency preparedness, improve departmental coordination and response capabilities.

5.0 Financial Implications

There are no financial implications related to this Report.

6.0 Relationship to the Oshawa Strategic Plan

This report responds to the Oshawa Strategic Plan Priority Area “Care: Safe and Sustainable Environment” with the goal to enhance emergency preparedness and response, including preparing for potential climate emergencies and significant weather events.

A handwritten signature in blue ink, appearing to read "Stephen Barkwell".

Stephen Barkwell, Fire Chief,
Fire Services

A stylized handwritten signature in blue ink, appearing to read "Adam Grant".

Adam Grant, Commissioner,
Safety and Facilities Services Department