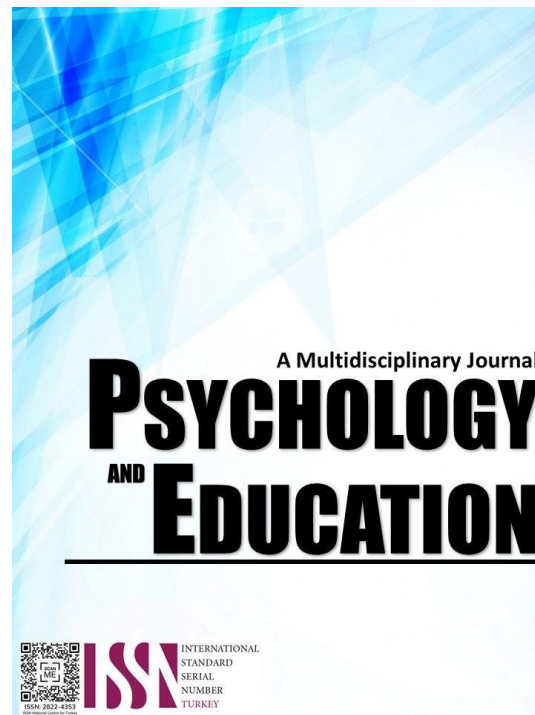# EFFECTIVENESS ON THE PERFORMANCE OF BUREAU OF FIRE PROTECTION (BFP) PERSONNEL IN THE SOUTHERN DISTRICTS OF BUKIDNON

Effectiveness on the Performance of Bureau of Fire Protection (BFP) Personnel in the Southern Districts of Bukidnon

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Abstract

This study aimed to determine the performance of the Bureau of Fire Protection Personnel in the Southern Districts of Bukidnon. This study used the descriptive-correlational method of research. This study was conducted within the fire station of the aforementioned districts. The respondents of the study were all the personnel of Bureau of Fire Protection in Southern Districts of Bukidnon. The research instrument used in data gathering was a researcher-made questionnaire. In answering the problems posed, the researcher utilized the following descriptive statistics: frequency count and percentage, weighted mean and standard deviation, and Pearson Product Moment Correlation Coefficient or Pearson r. The following conclusions are drawn from the findings of the study. The study found out the respondent's majority are early to mid-thirties and in terms of sex most of the respondents are male, and new in the fire service. The fire suppression services of BFP personnel in Southern Districts of Bukidnon had highly effective ratings. The fire prevention services to prevent destructive fires had highly effective ratings result. The BFP personnel had an excellent rating for the level of the performance of the BFP personnel in the Southern Districts of Bukidnon for their services. There was no significant relationship between the demographic profile and the performance of BFP personnel. There was a significant relationship between the level of fire prevention, fire suppression, and the performance of BFP personnel. The BFP personnel in the Southern Districts of Bukidnon should maintain physical fitness and undergo continuous training for firefighters on advanced firefighting techniques, rescue operations, emergency medical services, and public engagement could lead to even better performance outcomes.

Keywords: *bureau of fire protection, fire suppression, fire prevention, effectiveness, performance*

Introduction

The Bureau of Fire Protection (BFP) that from January 1, 2024, to December 31, 2024, there were 18,256 fires across the country. This was a lot more than the 16,433 fires that happened during the same time period in 2023. In its review of fire incidents in 2024, the BFP found that property loss was almost P14 billion, which was 5% more than the previous record of P13.189 billion set in 2023. The number of civilian deaths in fires went up from 321 the previous year to 341 in 2024, which is 6.2% more. Also, the 1,338 civilians who were hurt that year were much higher than the record of 1,050 in 2023 (Chavez, 2025). Year 2022 majority of the BFP personnel assigned as fire safety inspectors cannot accommodate all enterprises for conducting inspections; the ratio of fire safety inspector 1;5 establishment every day. Iligan City the fire safety enforcement section Chief of the Bureau of Fire Protection (BFP) year 2022 Equivalent to 1,233 inspections every month, BFP Iligan has set a target to check 3,699 businesses during the first three months of year 2022. BFP-Iligan has only awarded 409 FSICs as of press time, while they had finished the inspection of the 1,233 enterprises in January (Bagumbaran, 2022). In firefighting, male dominant work atmosphere. One classified as a male dominating work environment is one whereby over 74% of the staff are men. Out of 100 employees, women account just over 26% of the workforce and have lately entered the field of flight (Caliwan, 2021). Though there are few female firefighters, knowing how occupation and gender interact for them would help. When compared to their male counterparts, women's cardio-pulmonary, muscle strength, muscle endurance, and task performance out-come measurements routinely varied that most in the field are men (Sinden et al., 2011). Length of service among firemen' Depending on the sources, night shift work that is, employment beyond the most often used daylight hours around 9 a.m. to 5 p.m. defines itself differently. Shift work, on the other hand, is 24 h shifts, evening or night shifts, rotating shifts, and on-call shifts. The concept also covers irregular schedules, including day and night labor. Occupational sector affects the frequency of night-shift employment; still, night work is most prevalent in health care, manufacturing, transportation, retail, and service sectors. The International Agency for Research on Cancer (IARC) claims that disturbance of the cycle of day and night, primarily the light-dark cycle, causes disruption of the circadian rhythm in night shift workers and intercontinental travelers (Dobrowolska-Zrałka, et al., 2023).

The Fire Code of the Philippines, or Republic Act No. 9514 (Revised 2019), is legislation that outlines the country's fire safety standards. It serves as a framework that guides the Bureau of Fire Protection (BFP) in its crucial role of enforcement and implementation, particularly in its fire safety inspections and assigning the proper type of fire protection system applicable to a certain facility. It was enacted in 2008, and its Implementing Rules and Regulations (IRR) were revised in 2019 to address current challenges. Code enforcement business owners need to acquire approval from the BFP as a prerequisite for their business permits. The Bureau of Fire Protection bases its decision on whether to approve or decline a request depending on the facility's level of safety through the effective use and implementation of the Fire Code requirements. The Bureau of Fire Protection (BFP) would recommend corrective actions and has the authority to postpone the building's operation if fire deems it unsafe. The BFP is in charge of writing and revising the Fire Code of the Philippines, among other written laws, therefore guiding the Philippine fire rules. They are also responsible for organizing safety programs and providing public assistance. They also organize and assist with public safety programs. Public safety

education BFP spreads fire safety awareness in various ways. The medium and method differ based on their target audience, with the ultimate objective of empowering the public in fire safety to prevent fire and mitigate its effects. The public receives personal lectures and demonstrations in various settings, such as schools and barangays. Also utilize publications such as posters and flyers, television announcements, social media posts, videos, and reels. Fire drills: BFP conducts and supervises mandatory periodic drills for facility occupants. The picture shows a student learning how to use a fire extinguisher, an effective tool for putting out incipient fires. The terms "bumbera" and "bumbero" refer to their most well-known function, fire ground operations. Combating fires is the primary reason fire departments were created.

De Castro and Cabarrubias (2023) it shows that inappropriate equipment threatens their safety, morale, and physical integrity professionally and emotionally. The data was gathered from non-numerical data collected from participants based on their service length, experience, gender, status, and readiness to participate. The findings suggest that fire personnel have formed their identities. Having experienced both good and bad events, they have come to realize their fragility in perilous situations. Public education on fire safety is absolutely vital since fire officers depend on their creativity and readiness to compromise to overcome obstacles. They ask their CEO for guidance and battle with work-life balance. Changes in BFP leadership inspire officials, but their workload, inadequate personnel, tools, and training cause stress. They lack emotional support systems for stress management. Firefighter well-being depends on giving work-life balance, stress management, workload management, consistent permit requirements, handling of unneeded equipment, and top priority. Upskilling training top priority. This covers task management.

Echavaria (2023) the findings of the study will help evaluate which aspects of the operation are working effectively and which ones need to be improved. Moreover, this study will help the province and towns create policies and programs meant to improve office services and support the long-overdue BFP modernization effort nationwide. The management of BFP-Marinduque can start a Memorandum of Understanding by means of the Office of the Provincial Fire Director and the Marinduque State College to conduct training in the Emergency Medical Technician Course from the School of Allied Medicine, which would help them enable employment in the BFP in addition to providing force multipliers, therefore enhancing performance.

The researcher aimed to conduct this study to investigate the correlation between the demographic profile of BFP personnel and fire prevention, fire suppression, and performance of the BFP personnel in the southern districts of Bukidnon.

Research Questions

This study aimed to review and assess the effectiveness of the Bureau of Fire Protection (BFP) personnel in the Southern Districts in Bukidnon for the calendar year 2024-2025. Specifically, it sought to answer the subproblem of the study:

1. What is the demographic profile of the respondents in terms of age, sex, and length of service?
2. What is the level of the Bureau of Fire Protection: Fire Prevention and Fire Suppression?
3. What is the level of performance of BFP personnel?
4. Is there a significant relationship between the demographic profile and the performance of BFP personnel?
5. Is there a significant relationship between the level of BFP fire prevention, fire suppression, and performance?

Methodology

Research Design

The researchers used the descriptive, correlational methods of research to determine and analyze the level of effectiveness of Bureau of Fire Protection (BFP) personnel in the Southern Districts of Bukidnon. The descriptive, correlational method describes the variables and the relationships that occur naturally between and among them (Sousa et al., 2007). Descriptive described specifically, demographic profile, frequency count and percentage, and mean and standard deviation to determine the level of Bureau of Fire Protection personnel in Southern Districts of Bukidnon in fire suppression, fire prevention, and performance. Correlational determined the relationship between the Bureau of Fire Protection personnel of the respondents and how well the BFP performs in fire suppression, fire prevention, and overall performance.

Respondents

The respondents of this study would be the sample size of 130 of Bureau of Fire Protection personnel in Southern Districts of Bukidnon, which are Maramag Fire Station, Quezon Fire Station, Don Carlos Fire Station, Dangcagan Fire Station, Kitaotao Fire Station, Pangantucan Fire Station, Kalilangan Fire Station, and Damulog Fire Station. Total enumeration was employed to determine the effectiveness of the BFP personnel. One hundred percent or one hundred thirty out of one hundred thirty BFP personnel reposndents would ask to participate to this study. Therefore, sampling technique was no longer be applied. In addition, the BFP personnel respondents would serve as the main sources of information and with whom the data on the level of effectiveness on the Bureau of Protection personnel in Southern Districts of Bukidnon would collect from.

Instrument

The researcher adopted the questionnaire from the study of Gablines (2022). The data-gathering instrument that the researcher made

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was a survey questionnaire for the respondents made up of a series of written questions proposed by the researchers as the main tool in gathering the data and information needed, the questionnaire consisted of two parts. The first section focused on gathering information about the BFP personnel demographic profile. The second section of the questionnaire aimed to assess the fire suppression services, fire prevention services, and performance consist of 30 items. The questionnaire adopted a Five-Point Likert Scale, where the respondents had to choose only from the alternative levels using the 5-highly effective, 4-effective, 3-moderately effective, 2-less effective, and 1-not effective. The scale comprised five response alternatives featuring two extreme poles, a qualitative description, and qualifying statement. Scoring method summing the numerical values for each respondent's answers to a set of Likert statements and then calculating a mean or average score. The study would be conducted among 30 respondents in order to get the Cronbach alpha for reliability and validity of the research instrument. This would be conducted by the Bureau of Fire Protection personnel in the Southern Districts of Bukidnon, particularly kibawe fire station and kadingilan fire station through face-to-face procedure. The Cronbach's alpha was .840 was conducted two fire station kadingilan fire station, kibawe fire station, which means the instrument was reliable, acceptable, and valid to the respondents.

Procedure

A letter of permission to conducted the study was secured from the dean of Graduate Studies, Isaias S. Sealza, PhD., at Valencia Colleges Inc., City of Valencia. With the dean's endorsement, permission was sent from the Office of the Provincial Fire Marshal to conduct a study in the fire station. As soon as the permit was approved, the researcher went to the office of the Municipal Fire Marshal of the Southern Districts of Bukidnon for his to be allowed to go to locale of the study. When the permit was approved by the Municipal Fire Marshal. The researcher was the one who administered the instrument face to face procedure to the BFP personnel-respondents. After the data gathering, a statistical analysis was performed.

Data Analysis

To establish the demographic profile of the respondents, frequency counts and percentages were employed. To assess the level of Bureau of Fire Protection personnel in Southern Districts of Bukidnon in fire suppression, fire prevention, and performance the researcher utilized the mean and standard deviation. To evaluate the relationship between the BFP personnel profile of the respondents and their level of performance of BFP in the context of fire prevention, fire suppression, and performance, the Pearson Product Moment Correlation Coefficient, or Pearson r, was utilized.

Ethical Considerations

Maintaining the anonymity and privacy of the Bureau of Fire Protection (BFP) staff members engaged in this study was absolutely essential, as assuring participants that their identities and personal data would be kept confidential encouraged honest and open contributions. Informed consent was obtained from every BFP personnel involved, with a clear explanation of the study's purpose, data collection methods, and how their information would be handled, ensuring their right to withdraw from the study at any point without fear of consequences. To further protect their privacy, data de-identification was implemented by requesting participants to remove or substitute any personally identifiable information—such as names, school names, or contact details—and assigning pseudonyms where appropriate. Secure data storage practices were followed, including encryption when necessary and restricting access to authorized personnel only, to prevent unauthorized disclosure. Additionally, ethical approval was sought from an institutional review board (IRB) or ethics committee to ensure that all research procedures met established ethical standards and guidelines.

Results and Discussion

This section presents the findings to the questions in this study, the analysis to every data, and interpretation of Bureau of Fire Protection personnel in Southern Districts of Bukidnon.

Table 1. *Demographic profile of the respondents in terms of age*

Age	f	%
21 – 25 Years Old	11	8.5
26 – 30 Years Old	39	29.9
31 – 35 Years Old	42	32.3
36 – 40 Years Old	16	12.3
41 – 45 Years Old	11	8.5
46 – 50 Years Old	2	1.5
51 – 55 Years Old	9	7.0
Total	130	100.0

Table 1 is the demographic profile of the respondents in terms of age, as shown in Table 3, which indicates that the majority belong to the age group "31-35 Years Old" (f = 42, 32.3%). This suggests that a significant portion of the respondents are in their early to mid-thirties, likely possessing a mix of experience and youthful energy in their respective roles. The second largest group is "26–30 Years Old" (f = 39, 29.9%), indicating that many respondents are in their late twenties to early thirties, a period often associated with career growth and increasing responsibilities. The "36–40 Years Old" group (f = 16, 12.3%) follows, representing individuals who may have gained considerable experience in their field. Meanwhile, the younger group of "21–25 Years Old" (f = 11, 8.5%) comprises a smaller

portion of the respondents, likely consisting of those who are just beginning their careers. Similarly, "41–45 Years Old" (f = 11, 8.5%) represents a group that may have taken on leadership or supervisory roles. Respondents in the "51–55 Years Old" category (f = 9, 7.0%) and "46–50 Years Old" category (f = 2, 1.5%) make up the smallest portions, possibly reflecting a nearing retirement stage or a smaller number of senior personnel in the workforce.

Table 2. *Demographic profile of the respondents in terms of sex*

Sex	f	%
Male	115	88.5
Female	15	11.5
Total	130	100.0

Table 2 is the demographic profile of the respondents in terms of sex. As shown in Table 4, the majority are male (f = 115, 88.5%), while a smaller proportion are female (f = 15, 11.5%).

Table 3. *Demographic profile of the respondents in terms of length of service*

Length of Service	f	%
1 – 5 Years	61	47.0
6 – 10 Years	38	29.2
11 – 15 Years	18	13.9
16 – 20 Years	10	7.6
21 Years and Above	3	2.3
Total	130	100.0

Table 3 presents the respondents' demographic profile in terms of length of service, which is presented in Table 4. The majority of the respondents have been in service for 1–5 years (f = 61, 47.0%), followed by those with 6–10 years of experience (f = 38, 29.2%). Meanwhile, a smaller proportion of the respondents have been serving for 11–15 years (f = 18, 13.9%) and 16–20 years (f = 10, 7.6%). Lastly, the least number of respondents have been in service for 21 years and above (f = 3, 2.3%). These figures indicate that the majority of the respondents are relatively new in service, with nearly half having less than five years of experience.

Table 4. *Level of the Bureau of Fire Protection in terms of Fire Suppression.*

Indicator	Mean	SD	Interpretation
Respond to emergency calls, and connect hoses, hold nozzle and direct water stream, raise and climb ladders, and use other equipment.	4.55	0.61	Highly Effective
Provide rescue in various forms from dangerous situations and operational response to dangerous good calls.	4.54	0.53	Highly Effective
Coordinating Civilian Volunteer Organizations to assist with crowd control at the fire scene.	4.54	0.60	Highly Effective
Accessibility of firefighters.	4.53	0.52	Highly Effective
Mentoring others in emergency medical care and firefighting.	4.46	0.56	Highly Effective
Availability of fire trucks, equipment, facilities, personnel.	4.42	0.76	Highly Effective
Provide emergency medical care to patients including ambulance transportation.	4.35	0.65	Highly Effective
Passageway of a fire truck while responding	4.15	0.64	Effective
Congestion of houses.	4.08	0.61	Effective
Delayed fire call response of the Bureau of Fire Protection.	3.01	0.73	Less Effective
Overall	4.26	0.37	Highly Effective

Legend: 5 (4.20–5.00) – Highly Effective: A factor always done (10 out of 10 instances); 4 (3.40–4.19) – Effective: A factor of several times (7 out of 10 instances); 3 (2.60–3.39) – Moderately Effective: A factor of sometimes (5 out of 10 instances); 2 (1.80–2.59) – Less Effective: A factor of new cases (3 out of 10 instances); 1 (1.00–1.79) – Not Effective: A factor of sometimes (1 out of 10 instances).

The findings in table 4 on the level of fire suppression by the Bureau of Fire Protection indicate that their operations are generally perceived as highly effective, with an overall mean of 4.26 (SD = 0.37). The indicator with the highest mean is "Respond to emergency calls, and connect hoses, hold nozzle and direct water stream, raise and climb ladders, and use other equipment" (Mean = 4.55, SD = 0.61). Similarly, "Provide rescue in various forms from dangerous situations and operational response to dangerous goods calls" (Mean = 4.54, SD = 0.53) and "Coordinating Civilian Volunteer Organizations to assist with crowd control at the fire scene" (Mean = 4.54, SD = 0.60) also received high ratings, highlighting the effectiveness of rescue operations and coordination efforts.

On the other hand, the lowest-rated indicator is "Delayed fire call response of the Bureau of Fire Protection" (Mean = 3.01, SD = 0.73), which falls under the category of "Less Effective." This suggests that response time remains a concern and may need improvement. Other factors, such as "congestion of houses" (Mean = 4.08, SD = 0.61) and "passageway of a fire truck while responding" (Mean = 4.15, SD = 0.64), were rated as "effective," indicating that while these factors do not significantly hinder fire suppression, they are still areas that may require attention.

Table 5 is the assessment of the Bureau of Fire Protection's effectiveness in fire prevention, which reveals that its efforts are perceived as highly effective, with an overall mean of 4.69 (SD = 0.36). The highest-rated indicator is "Intensive fire drill and simulation in barangays" (Mean = 4.81, SD = 0.42), signifying that community-based fire preparedness initiatives are well-executed and play a

crucial role in minimizing fire risks. Similarly, "Conduct rigid fire safety inspection of structures, buildings, and the like to reduce fire incidents/occurrences 'Oplan Ligtas Pamayanan'" (Mean = 4.78, SD = 0.42) and "Fire safety awareness campaign conducted in schools and other establishments" (Mean = 4.75, SD = 0.44) also received high ratings, emphasizing the importance of proactive fire prevention measures.

Table 5. *Level of the Bureau of Fire Protection in terms of Fire Prevention.*

Indicator	Mean	SD	Interpretation
Intensive fire drill and simulation in barangays.	4.81	0.42	Highly Effective
Conduct rigid fire safety inspection to structures, buildings, and the like to reduce fire incidents/occurrences "Oplan Ligtas Pamayanan".	4.78	0.42	Highly Effective
Fire safety awareness campaign conducted in school and other establishment.	4.75	0.44	Highly Effective
Conduct visibility within the area of responsibility when call of service.	4.74	0.44	Highly Effective
Recommend a Hands-on fire extinguisher training simulation.	4.72	0.52	Highly Effective
Observance of year-round fire safety awareness campaign.	4.67	0.56	Highly Effective
Fire drill training of Government establishment.	4.63	0.50	Highly Effective
Conduct in-service training for fire personnel to enhance the management on fire service and effective fire prevention operation.	4.62	0.49	Highly Effective
Fire drill training of Private establishment.	4.62	0.50	Highly Effective
Fire Safety information in quad media.	4.58	0.61	Highly Effective
Overall	4.69	0.36	Highly Effective

Legend: *5 (4.20–5.00) – Highly Effective: A factor always done (10 out of 10 instances); 4 (3.40–4.19) – Effective: A factor of several times (7 out of 10 instances); 3 (2.60–3.39) – Moderately Effective: A factor of sometimes (5 out of 10 instances); 2 (1.80–2.59) – Less Effective: A factor of new cases (3 out of 10 instances); 1 (1.00–1.79) – Not Effective: A factor of sometimes (1 out of 10 instances).*

On the other hand, the lowest-rated indicator is "Fire Safety information in quad media" (Mean = 4.58, SD = 0.61). Other indicators, such as "Fire drill training of government establishment" (Mean = 4.63, SD = 0.50) and "Fire drill training of private establishment" (Mean = 4.62, SD = 0.50), also reflect strong implementation, indicating a consistent approach to fire prevention across various sectors.

Table 6 shows the evaluation of the Bureau of Fire Protection (BFP) personnel's performance indicates an overall highly effective rating, with a mean of 4.57 (SD = 0.39). The highest-rated indicator is "Fire Safety Awareness Campaign and Seminars in Private Establishments will be conducted at the end of 1st Semester 2024" (Mean = 4.68, SD = 0.50), highlighting the strong emphasis on educating private establishments about fire safety, which is crucial in minimizing fire risks.

Similarly, "Establishment of Community Fire Auxiliary Group for Targeted Barangays" (Mean = 4.65, SD = 0.49) and "Safe and Effective Response" (Mean = 4.64, SD = 0.51) were rated highly, emphasizing the importance of community engagement and efficient emergency response in fire prevention and suppression efforts.

Table 6. *Level of performance of BFP personnel.*

Indicator	Mean	SD	Interpretation
Fire Safety Awareness Campaign and Seminars in Private Establishments will be conducted at the end of 1st Semester 2024.	4.68	0.50	Highly Effective
Establishment of Community Fire Auxiliary Group for Targeted Barangays.	4.65	0.50	Highly Effective
Safe and effective Response.	4.64	0.51	Highly Effective
Number of fire incidents investigated against the total no. of fire incidents responded.	4.60	0.51	Highly Effective
Observance of Year-Round Fire Safety Awareness Campaign.	4.59	0.52	Highly Effective
Streamlining and Process Improvement of Agency Services.	4.55	0.50	Highly Effective
Organized Government Fire Brigade Trained/ Retrained.	4.51	0.55	Highly Effective
Number of Grass, Rubbish, and Electrical Post Fires Responded.	4.51	0.60	Highly Effective
Reportorial Requirements and Other Investigation Compliances.	4.48	0.52	Highly Effective
Industrial Fire Brigade Organization will be trained/retrained.	4.47	0.60	Highly Effective
Overall	4.57	0.39	Highly Effective

Legend: *5 (4.20–5.00) – Highly Effective: A factor always done (10 out of 10 instances); 4 (3.40–4.19) – Effective: A factor of several times (7 out of 10 instances); 3 (2.60–3.39) – Moderately Effective: A factor of sometimes (5 out of 10 instances); 2 (1.80–2.59) – Less Effective: A factor of new cases (3 out of 10 instances); 1 (1.00–1.79) – Not Effective: A factor of sometimes (1 out of 10 instances).*

The lowest-rated indicator is "Industrial Fire Brigade Organization will be trained/retrained" (Mean = 4.47, SD = 0.60). Other indicators, such as "Streamlining and Process Improvement of Agency Services" (Mean = 4.55, SD = 0.50) and "Reportorial Requirements and Other Investigation Compliances" (Mean = 4.48, SD = 0.52), also received high ratings, reflecting the efficiency and commitment of BFP personnel in both administrative and operational aspects.

Table 7 reveals the test of a significant relationship between demographic profile and the performance of BFP personnel, but some details—such as the correlation values and p-values for "Educational Attainment" and "Trainings Attended"—are missing. However, based on the available data, the results indicate that "Age" (r = -0.03, p = 0.77), "Sex" (r = -0.04, p = 0.67), and "Length of Service" (r = -0.07, p = 0.43) all have no significant relationship with BFP personnel performance. Therefore, the null hypothesis is not rejected.

Table 7. *Test of significant relationship between the demographic profile and the performance of BFP personnel*

Variable	r	p-value	Interpretation
Age	-.03	.77	Not Significant
Sex	-.04	.67	Not Significant
Length of Service	-.07	.43	Not Significant

This implies that these demographic factors do not have a significant relationship with the performance of BFP personnel. Regardless of age, sex, or length of service, personnel are likely to perform at similar levels.

The results in Table 8 indicate a significant relationship between the level of BFP fire prevention, fire suppression, and the performance of BFP personnel. "Fire Suppression" ($r = 0.62$, $p = 0.00$) shows the highest correlation, suggesting a strong positive relationship with BFP performance. This implies that as the effectiveness of fire suppression efforts increases, the overall performance of BFP personnel also improves.

Table 8. *Test of significant relationship between the level of BFP fire prevention, fire suppression, and performance*

Variable	r	p-value	Interpretation
Fire Prevention	.51	.00	Significant
Fire Suppression	.62	.00	Significant

Similarly, "Fire Prevention" ($r = 0.51$, $p = 0.00$) also has a significant relationship with performance, though the correlation is slightly lower than that of fire suppression. Therefore, the null hypothesis is rejected. Overall, the results emphasize that both fire prevention and fire suppression are likely the key factors influencing the performance of BFP personnel. Strengthening these areas through continuous training, updated equipment, and public engagement could lead to even better performance outcomes.

Conclusions

The following conclusions are drawn from the findings of the study:

The study found out majority of the respondents are early to mid-thirties age, most of them are male, likely possesing a mix experience and youthful energy in their respective roles, and majority of the respondents relatively new in service. The fire suppression services of BFP personnel in Southern Districts of Bukidnon had highly effective ratings. The fire prevention services to prevent destructive fires had highly effective ratings results. The BFP personnel had an excellent rating for the level of the performance of the BFP personnel in the Southern Districts of Bukidnon for their services.

There was no significant relationship between the demographic profile and the performance of BFP personnel. There was a significant relationship between the level of fire prevention, fire suppression, and the performance of BFP personnel. The BFP personnel in the Southern Districts of Bukidnon should maintain their physical fitness and undergo continuous training for firefighters, rescue operations, emergency medical services, and public engagement could lead to even better performance outcomes in different services. Continue and expand fire safety education, especially in high-risk areas and vulnerable communities. Conduct regular community-based fire safety drills and workshops. Utilize diverse media platforms, including social media, to reach a wider audience.

The Bureau of Fire Protection may conduct a comprehensive assessment of the BFP's current emergency response capabilities. By means of efficient resource allocation to solve manpower shortages, the number of firefighters required to satisfy the rising needs of the population and urban development would rise.

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