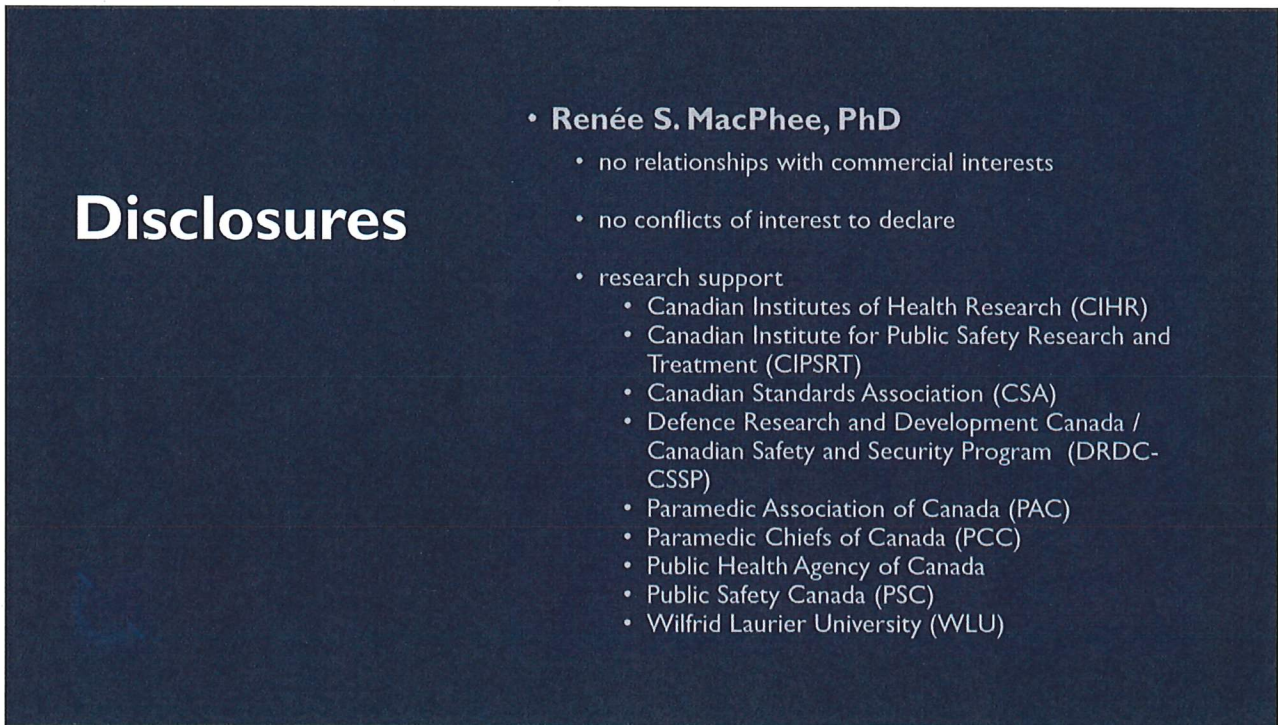
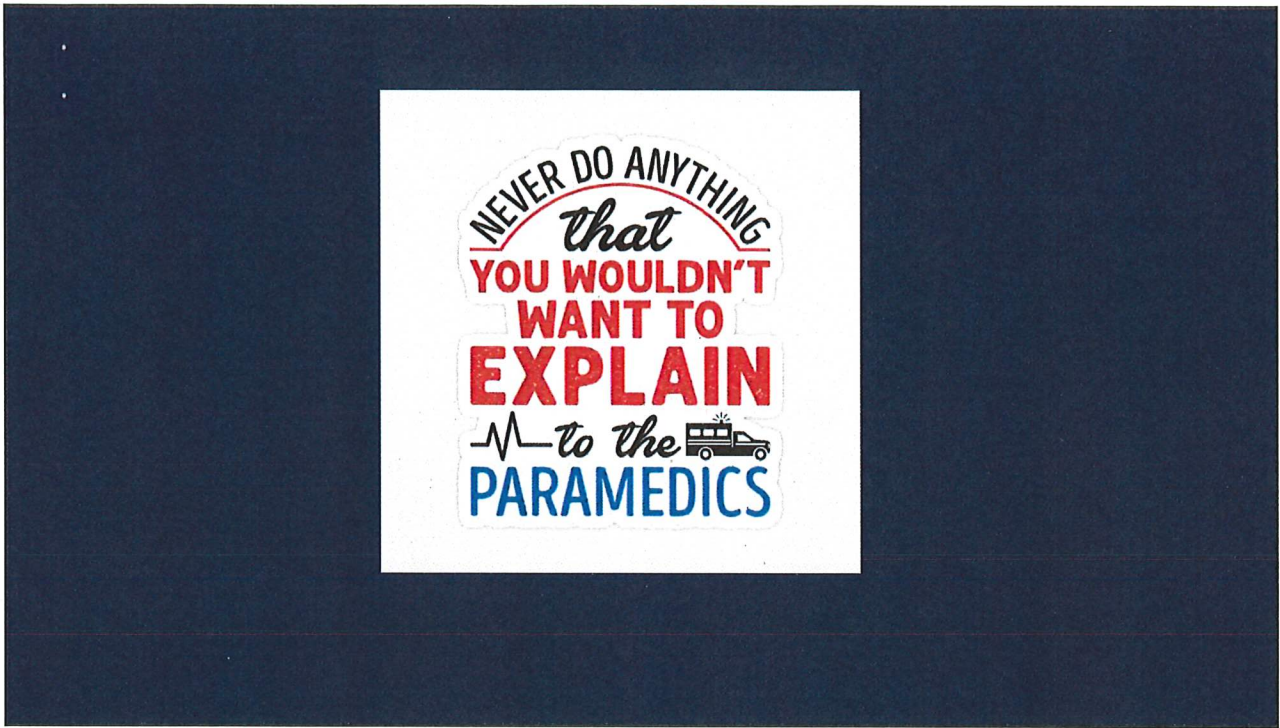


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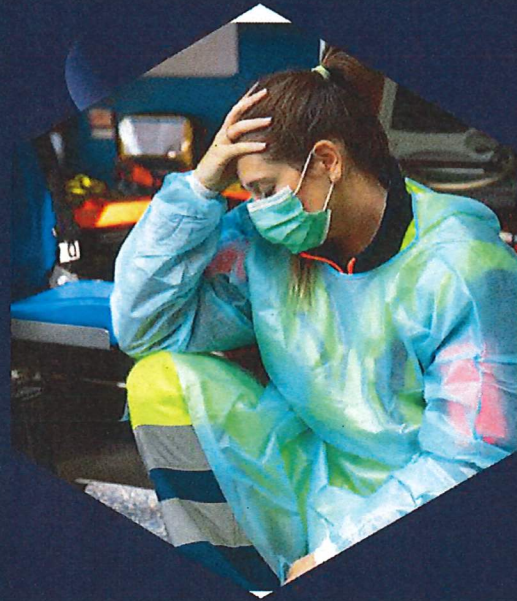
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# The Paramedic Sector in Canada

Making headlines...for all the wrong reasons



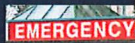
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**Ambulance offload delays led to 571% increase in code reds in 2022**



**Ashcroft, B.C. senior dies while waiting for ambulance**

**Ontario paramedics say offload delays getting worse amid staff shortages, ER closures**



**Offload delays becoming more critical for paramedic services**



**Local paramedics burning out amid mounting code reds, offload delays, call volumes**



**Ontario ambulance offload delays worse than before ..**

**Paramedics across Canada are struggling to answer emergency calls and provide timely care**

**Nakusp senior dies while waiting for ambulance**



**Ambulance offload delays up in Nova Scotia; working conditions 'unbearable' for paramedics**

**Critical shortage of ambulances in Halifax**

**Coroner investigating after 3rd patient dies waiting for care at hospital on Montreal's South Shore**

**Paramedics are increasingly not available when we need them in Ontario**

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**CBC NEWS** | **B.C. man dies of heart attack while local ambulance not staffed due to illness**

Northeastern Ontario districts facing paramedic shortages

**YANCOUVER SUN**

B.C. Emergency Health Services continues to face a shortage of paramedics, resulting in some ambulances being unstaffed or having to be pulled from small communities to cover other areas.


Saskatchewan searching for solution to paramedic shortage

**Global NEWS**

Paramedic Crisis: Ambulances in B.C. are sitting empty due to a serious paramedic shortage

**YANCOUVER SUN**

This occupational group is expected to face labour shortage conditions over the period of 2022-2031 at the national level.

 Government of Canada

Paramedics claim critical shortage of on-duty ambulances and paramedic staff

**MACLEAN'S**

Canadian paramedics are in crisis. PTSD, burnout, and a pandemic. How COVID pushed the country's overworked first responders into emergency territory

Paramedics struggle to answer emergency calls amid staffing shortages

**Global NEWS**

**SALTWIRE**

Employment in 2021	38,300
Median age of workers in 2021	39
Median retirement age in 2021	63.0

Paramedic services reaching crisis levels after years of understaffing, underfunding

**The Hoser**

9

**Guelph woman accused of assaulting paramedics**

Patient arrested after attacking 3 paramedics at hospital, police say

Sarnia man 'terribly embarrassed' for cursing at police, paramedics after impaired crash

**Rocks hurled at Ottawa ambulance at downtown truck convoy**

'It's not normal': Violence against paramedics in Brampton, Mississauga and Caledon a big problem

**Man arrested after knife brandished at Peterborough paramedics: police**

**London, Ont. police called after man displayed replica firearm in ambulance**

**Two ambulance staff assaulted while caring for patient in Hamilton**

Patient hits paramedic and steals his own ambulance in Flower's Cove, say police

**Niagara EMS worker says they've become 'shiny targets' for anger**

Durham paramedics contending with staffing, violence and hospital delays as pandemic continues

**Scissors-wielding assailant subdued after three people injured in London**

**MUSKRAT DAM MAN SENTENCED FOR ATTACK ON THUNDER BAY PARAMEDIC**

Halifax police officer, paramedic assaulted during wild Christmas Eve traffic stop

**Punched, spit on and sexually assaulted: Durham paramedic chief raises the alarm about workplace violence**

Meth-addled man jailed after throwing bricks at first responders, police say

**Paramedics threatened while providing life-saving measures in Penticton**

**Ambulances pelted with rocks during protest; health workers, patients face added stress, delays**

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## Consequences of violence

- violence in the paramedic profession has been linked to:
  - intent to leave the profession
  - anxiety and symptoms of burnout
  - psychological strain
  - increased risk of developing Post-Traumatic Stress Injury (PTSI)
  - increased absenteeism
  - sleep difficulties
  - negative impact on relationships with others



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## Consequences of violence

- second-order effects
- for paramedics who experience violence, the consequences can – and do – extend to their work partners / colleagues, spouses and life partners, and family members including children



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*"As leaders, we have an emergency services "mentality" – you're always on because emergencies happen 24/7."*

*Heavy lies the crown – anxiety and the burden of leadership*

**waldencroft**

**The Burden of Command**

*Fatigue, burnout, and poor working condition...not just in the frontlines*

**CBC**


*"No matter what, there is an expectation for you to be everything to everyone."*

*"It's a no-win situation – the frontline never think you do enough, and the upper management don't think you do enough."*

*Occupational Stress and Burnout in EMS Providers*

**EMS 1**

*"Putting yourself before others at the expense of your own health and wellbeing because that's what leaders do."*




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**The way to get started is to quit talking and begin doing.**

*WALTER DISNEY*

**Opportunities...**



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## ...to eliminate Offload Delays



The "ramping" of ambulances is not an acceptable practice



Health system and paramedic system senior leadership agree to return paramedic resources to their core purpose of serving and protecting Canadian communities is a priority.



Offload delays be viewed as a patient flow issue and not solely an emergency department issue



Paramedic legislature and governance must support paramedic service enhancements.



Standardize measurement of the offload interval and require public reporting of data

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## ...to improve the HHR crisis



Development of a pan-Canadian strategy for health human resources



Examine faster inter-provincial recognition and certification of paramedics



Provide incentives to paramedics willing to work in rural and remote communities



Prioritize first-responder supply-chain needs as part of public safety and emergency preparedness

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## ...to end violence against paramedics

- BILL C321 is a great start!
- the Government of Canada should:
  - invest in research that would:
    - determine the prevalence, frequency, type, outcomes, and impact of violence against paramedics
    - evaluate best practices for workplace violence prevention training and education strategies
  - develop a national public awareness campaign that would:
    - raise awareness about the violence faced by health care workers
    - highlight the valuable role health care professionals play in providing care to Canadians

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# ...to be included in discussions about proposed healthcare solutions

- *“Ottawa pinpoints 5 'concrete' priorities after health ministers meet on P.E.I. - 2-day meeting comes at a time when many say Canada's health situation is in crisis.”*
- *“The two-day conference came at a time when many are saying Canada's health-care situation is in crisis. As well as the groups representing doctors and nurses, the ministers also heard from other health-care professionals and organizations from across the country.”*



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## RESEARCH

- ✓ mental health
- ✓ Canadian Paramedic Research Day
- ✓ violence
- ✓ 'family' and 'Family'
- ✓ leadership



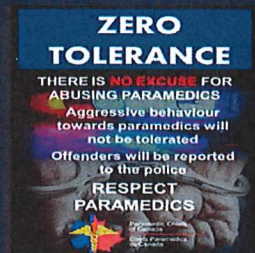
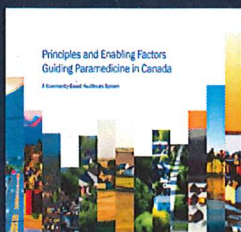
## PUBLIC AWARENESS

- ✓ PSA
- ✓ social media
- ✓ print media
- ✓ webinars



# Opportunities

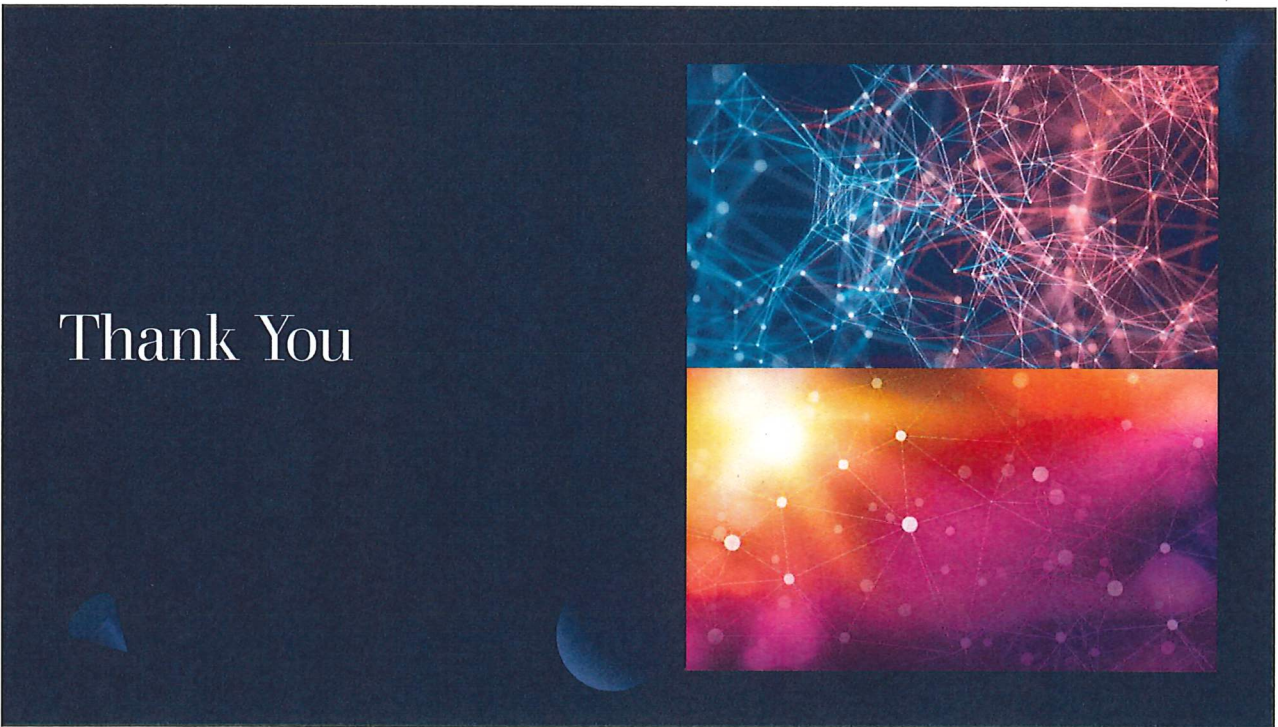
## ADVOCACY, POLICY & LEGISLATION



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