

## **FREQUENTLY ASKED QUESTIONS FOR PARAMEDIC SERVICES JOB RECRUITMENT**

The following FAQs are intended to answer any questions Paramedic’s applying to the District of Nipissing Paramedic Services may have.

### **Who operates the District of Nipissing Paramedic Services?**

The District of Nipissing Social Services Administration Board (DNSSAB) is the designated delivery agent for Land Ambulance in Nipissing District. The land Ambulance Service is operated by the DNSSAB and employs all Paramedics working in the district.

### **Are the wage and benefits packages competitive?**

DNSSAB Paramedics are part of OPSEU Local 647 and are in the 2<sup>nd</sup> year of a 3-year contract (wage grid below). All employees are entitled to weekend and night shift premiums, statutory holidays worked are paid at “double time”.

<b>Job Class</b>	<b>Steps</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
PCP	Start	\$41.75	\$43.00
	Year 1 / 2080 hours	\$42.71	\$43.99
	Year 2 / 4160 hours	\$43.67	\$44.98
ACP	Start	\$45.93	\$47.31
	Year 1 / 2080 hours	\$46.98	\$48.39
	Year 2 / 4160 hours	\$48.03	\$49.47

**Full Time Employees:** receive an employer funded comprehensive benefits plan, OMERS Pension contributions, progressive vacation provisions, educational assistance funding, and Employee Family Assistance Program.

**Part Time Employees:** receive 14%\* in lieu of benefits, OMERS Pension contributions (optional), progressive “percentage in lieu of vacation” compensation, educational assistance funding, and Employee Family Assistance Program.

**What is the catchment area, population, call volume, and number of Paramedic stations across the District of Nipissing?**

The District of Nipissing has a population of 85,000 people covering 17,000 square Km with a call volume of approximately 18,000 annually. There are 5 Paramedic stations which include North Bay (HQ) West Nipissing, Mattawa, Temagami and South Algonquin.

**Why is the District of Nipissing hiring a significant number of Paramedics?**

The DNSSAB will be increasing service hours at 3 of its 5 bases and will be increasing ACP coverage across the district.

**What is the availability requirement for Part Time Paramedics?**

Part-time Paramedics are required to be available to work a minimum of 10 days out of every 28 days, which must include 2 weekends. A weekend is defined as commencing Friday night shift and the conclusion of Sunday day shift. Availability is required in advance for 3-month periods. All part time staff are considered eligible to work across the district and can request their preference to work in the North Zone (North Bay, West Nipissing, Mattawa, Temagami) or the South Zone (South Algonquin)

### What is the level of service in the District of Nipissing?

The District of Nipissing is a combination of PCP and ACP coverage. The intent is to provide equal access to care across the district.

### What are the hours of service and expected call volume?

Location	Daily on-site units	Daily on-call Units	Call Volume - 2022
North Bay	6- 12 hr units, 1- 8 hr unit	0	15,175
West Nipissing	2-12 hr units, 1-8 hr unit	0	4046
Mattawa	2-12 hr units	0	1042
Temagami	1-12 hr unit	1-12 hr unit	251
South Algonquin	1-12 hr unit	1-12hr unit	254
			<hr/> 20,768

\*Planned service hours – June 2024. Temagami and South Algonquin schedules include on-call coverage requirements.