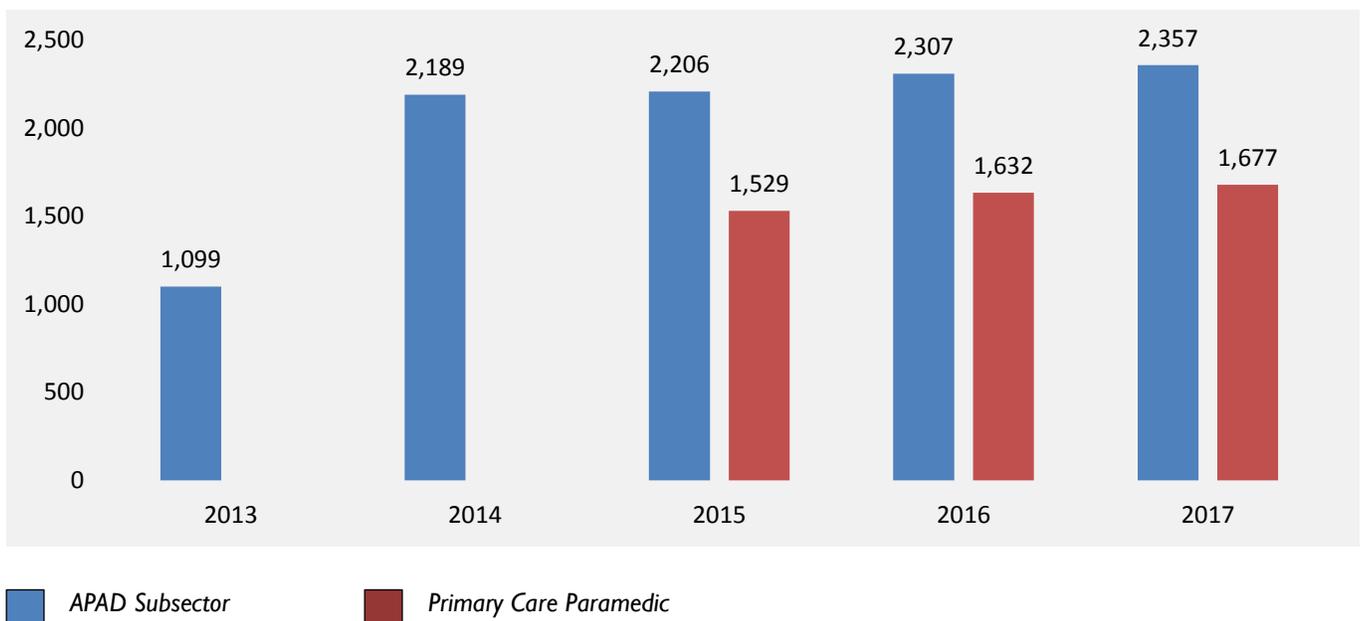


2018/19 Estimates	Ambulance Paramedics and Ambulance Dispatchers Subsector
Active employees Full-time equivalents (FTEs)	4,392 (39% full-time, 3% part-time, 58% casual)
Most common occupation groups	Primary Care Paramedic – 71% Advanced Care Paramedic – 9% Emergency Medical Dispatcher – 8% Emergency Medical Responder – 8%
Total annual payroll cost	\$257 million
Cost of wages per FTE	\$59,584
Average age	42
Percentage of FTEs 55 years +	19%
Work locations	Ambulance stations, dispatch/emergency medical communication centres
Primary union	Canadian Union of Public Employees (100%)

Ambulance sector full-time equivalents (FTEs) 2013-2017

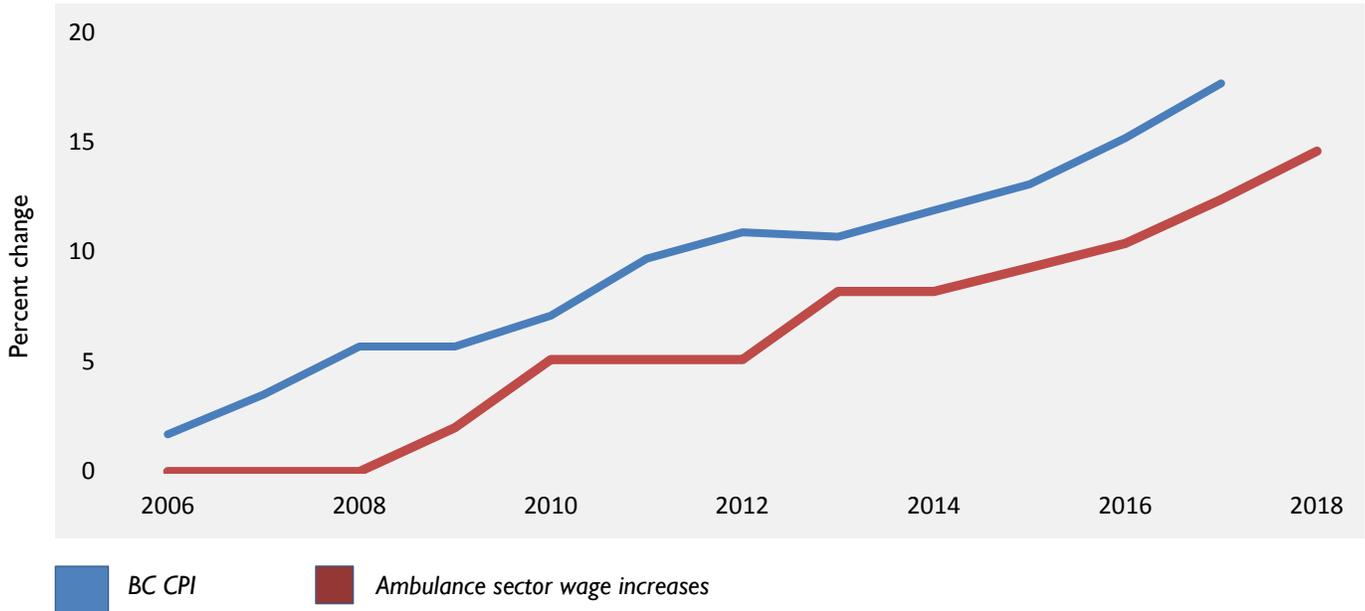


Primary Care Paramedics are the largest occupation group within the Ambulance Paramedics and Ambulance Dispatchers Bargaining Association (APADBA), making up approximately 71 per cent of the bargaining association.

The number of FTEs in the Ambulance sector shows a steady increase since 2013. Data for Primary Care Paramedics was not available until 2015.

APAD subsector cumulative wage increases vs BC CPI: 2006-2018

*CPI data for 2018 is not yet available. Wage increases for 2018 are set by collective agreement.

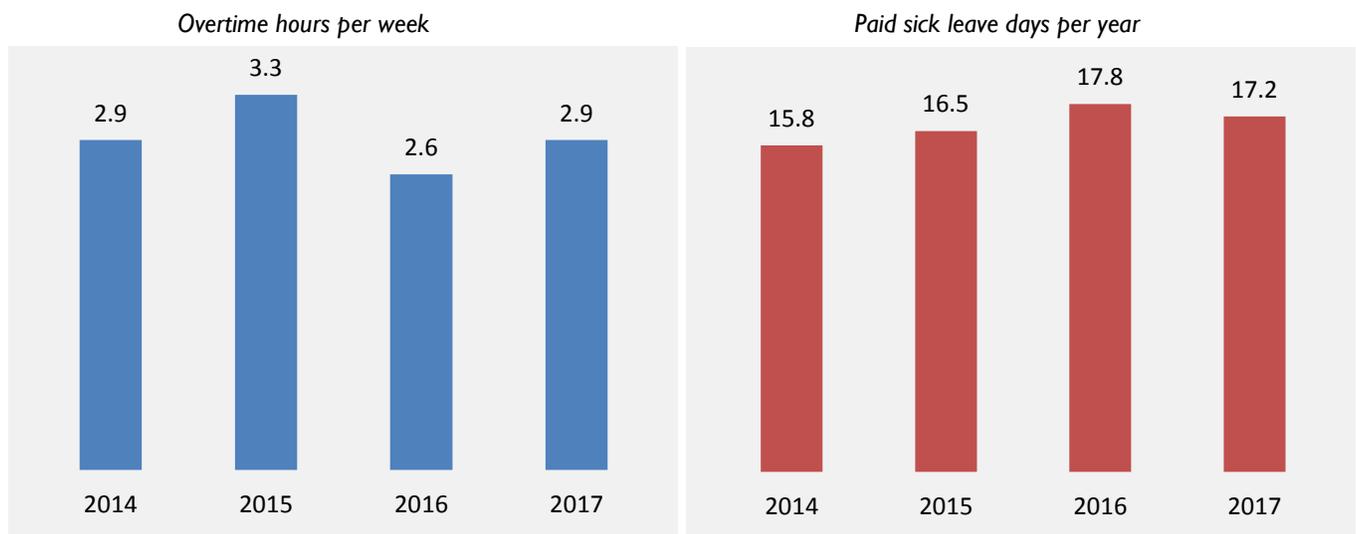


By the end of 2018, the average wage rate for employees in the Ambulance sector will have increased by 14.5 per cent compared to 2005. The rate of inflation, as measured by the BC Consumer Price Index (CPI), was 17.7 per cent between 2005 and 2017.

The average annual compensation for an Ambulance sector FTE is approximately \$98,576 (including the cost of wages, benefits, and non-employee specific costs), or \$46.46 per hour.

Overtime and paid sick leave 2014-2017

Since 2014, hours paid at overtime rates and sick leave days have remained relatively unchanged.

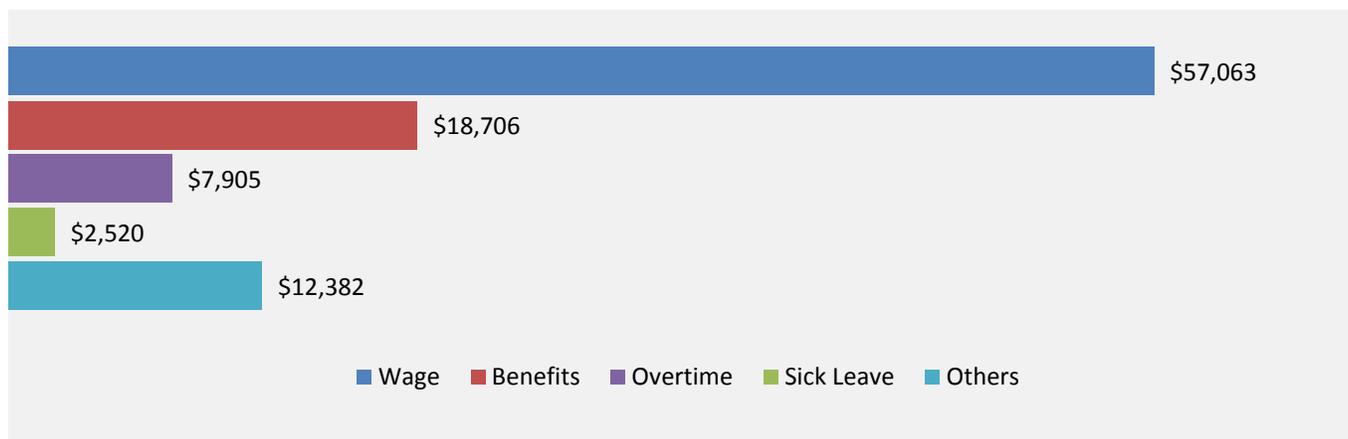


Health benefits

In BC, Ambulance sector employers contribute approximately \$6.1 million in Health and Welfare Benefits for the provision of dental, extended health, group life and long-term disability insurance. Employers pay 100 per cent of the premiums for dental, extended health, group life and long-term disability insurance.

Regular Ambulance sector employees and their employers also contribute to a defined benefit pension plan, the Municipal Pension Plan.

Estimated annual costs per FTE (January 1, 2018)



Paid leaves except sick leave are included in “Wage.” Benefits include health & welfare benefits, statutory benefits and pensions. Premiums and allowances including Standby Shift Premiums are included in “Other.”

For additional information, please contact:

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The Health Employers Association of BC (HEABC) is the accredited bargaining agent for more than 250 BC health employers. HEABC negotiates provincial collective agreements and provides a full range of labour relations and human resources services to its member organizations.