
City Council**Notice of Motion**

MM7.6	ACTION			Ward:All
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Requesting a detailed report regarding the Toronto Paramedic Services Report on Issues and Resolutions with respect to Poor Workplace Morale - by Councillor Jim Karygiannis, seconded by Councillor Cesar Palacio

** Notice of this Motion has been given.*

** This Motion is subject to referral to the Executive Committee. A two-thirds vote is required to waive referral.*

Recommendations

Councillor Jim Karygiannis, seconded by Councillor Cesar Palacio, recommends that:

1. City Council direct the City Manager to report to the September 30 and October 1, 2015 City Council meeting on the issues raised in the attached report, entitled "Toronto Paramedic Services Crisis in the Workplace Identifying the Issues and Resolutions of Poor Morale".

Summary

Toronto Paramedic Services employs approximately 1,200 unionized workers, including operational paramedics, support staff and dispatchers, servicing an area of 650 square kilometres.

According to the April 2015 report, entitled "Toronto Paramedic Services Crisis in the Workplace Identifying the Issues and Resolutions of Poor Morale" by Local 416 EMS Unit on behalf of Toronto Paramedics and support staff, issues related to poor morale have developed insidiously for more than a decade.

The report includes discussion on:

- Paramedics' continuing frustration with management, increasing workload and other job-related stresses that have resulted in a "toxic" atmosphere;
- The costs of poor workplace morale include not only monetary costs but the human costs in terms of health, both physically and mentally; and
- The critical importance of all parties recognizing the problems and working collaboratively to correct them with a view to investing in morale.

This Motion requests the City Manager to report to City Council in September 2015 on these issues.

Background Information (City Council)

Member Motion MM7.6

(April 2015) Report submitted by the Local 416 EMS Unit on behalf of Toronto Paramedics and Support Staff on Toronto Paramedic Services (Crisis in the Workplace) - Identifying the Issues and Resolutions of Poor Morale

<http://www.toronto.ca/legdocs/mmis/2015/mm/bgrd/backgroundfile-80991.pdf>