

Toronto Paramedic Services Multi-Year Staffing Plan

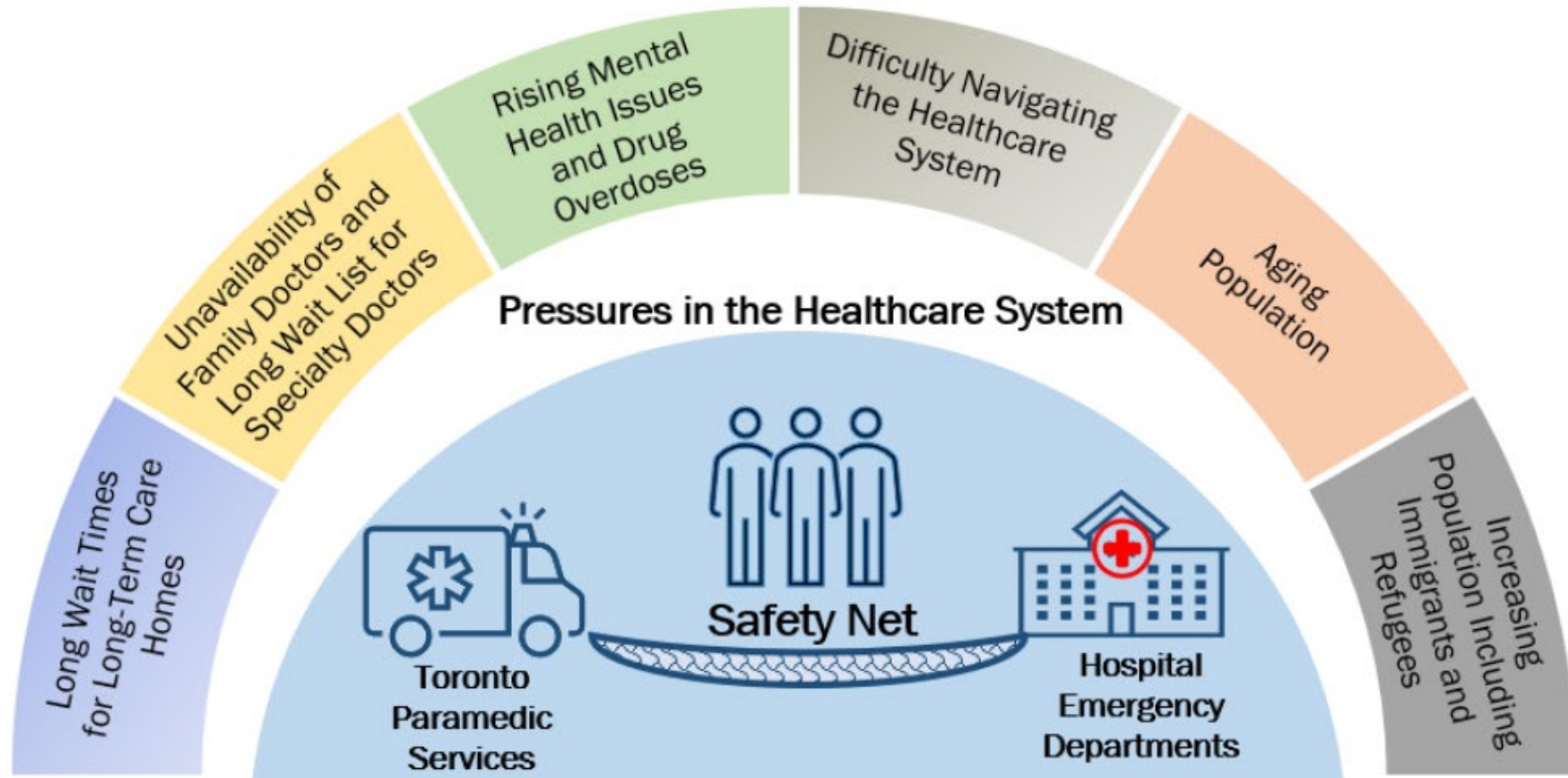


June 25, 2025

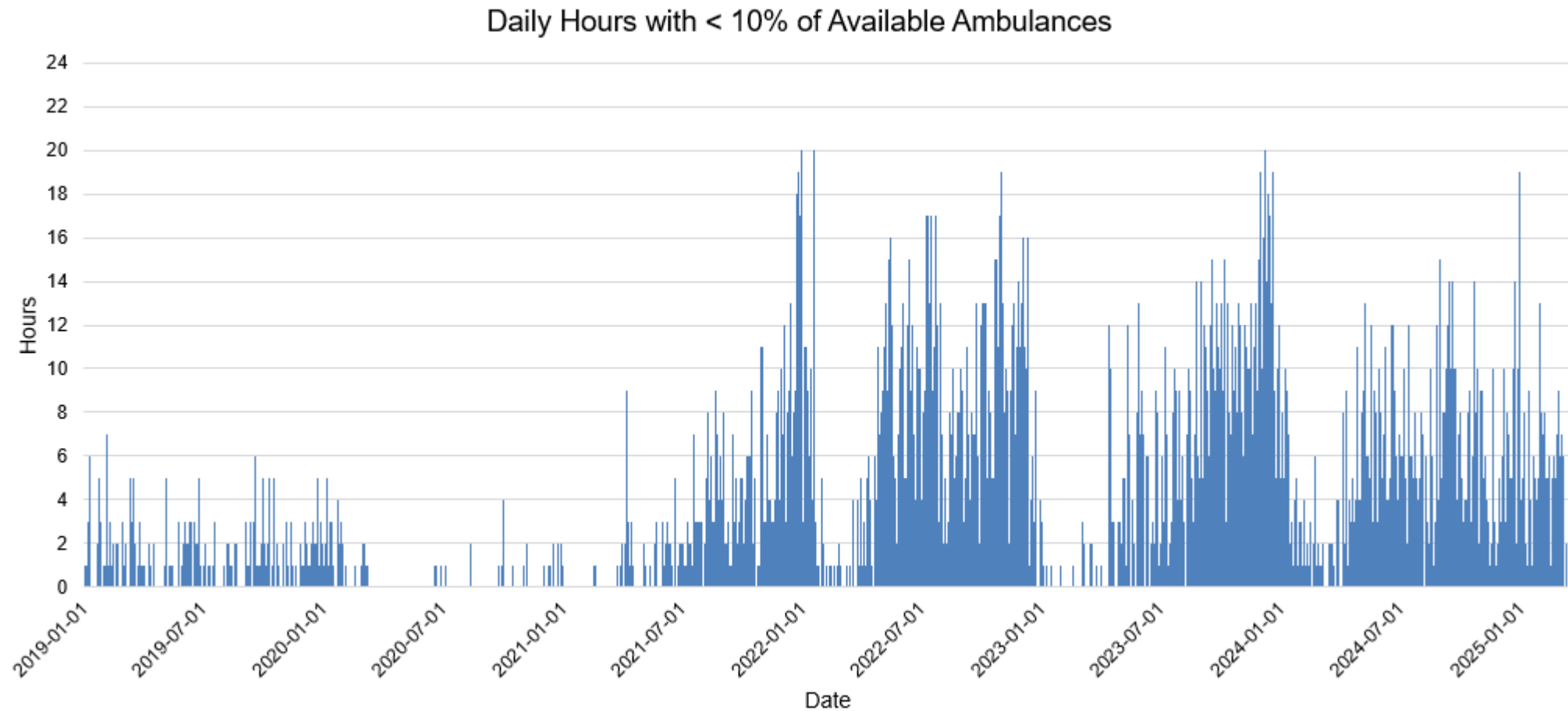
Key Challenges

- Emergency call demand continues to grow 2-5% annually
- Median in-hospital wait times have increased by 11% since 2019
 - Paramedics spend 700+ hours in hospital each day
- Contributing factors:
 - Aging and growing population
 - Lack of access to primary care
 - Drug toxicity

Pressures in the Healthcare System



Ambulance Availability



Staffing Plan: 2025-2028

- Recommended staffing increase based on detailed analysis:

Year	New FTEs
2025	112
2026	94
2027	86
2028	70
Total	362

- These numbers reflect operational needs and realistic hiring capacity.

Recruitment

- Year-to-date, three Paramedic classes have completed orientation and are working in Paramedic operations.
- Three additional classes are scheduled for the remainder of 2025.
- Two additional intake classes are planned for spring 2026.

Financial Impact

Table 1 – 4-Year Plan Financial Summary

	2025	2026	2027	2028	2029	Total 2025-2028
Hires	112	94	86	70		362
<u>Operating (Incremental)</u>						<u>Annualized</u>
<u>\$ Millions</u>						<u>Ongoing</u>
Gross Expenditure	4.2	15.2	19.1	11.4	2.7	52.6
Funding*	2.1	8.2	9.5	5.7	0.7	26.3
Net Expenditure	2.1	7.0	9.5	5.7	1.9	26.3

*Assumes 50% funding based on Land Ambulance Service Grant agreement

Anticipated Impacts and Outcomes

- Enhance ambulance availability by up to 20%, leading to a reduction in response times for life-threatening calls.
- Reduce overtime, mitigating staff fatigue and burnout.
- Balance workload, supporting improvements in retention and morale.
- Support for system resilience during peak demand periods.