



## Paramedic Services Section 21 Committee Meeting Minutes

@ 675 Cochrane Drive, Toronto

Date: November 19 & 20, 2025

Time: 1:00pm – 4:30pm & 9:00am – 12:00pm

### Attendance:

(Members)	Ian Nash (co-chair)	CUPE
	Colin Heise (co-chair)	Ontario Association of Paramedic Chiefs
	Marc Goudie	Ontario Association of Paramedic Chiefs
	Dave Doran	OPSEU
	Harri Hamalainen	Ontario Association of Paramedic Chiefs
	Mike Nunn	Unifor
	Stephen Adlington	SEIU
(Observers)	Dawn Clinch	Public Services Health and Safety Association
	Nancy Bradshaw	Strategy Advisor, Prevention Division, MLITSD
	Loretta Michaud	Workers Health and Safety Centre (WHSC)
	Don Pierce	Senior Field Manager, Ministry of Health
(Facilitator)	Julie Jeaurond	Provincial Specialist, MLITSD
(Guests)	Richard Chung	Workers Health and Safety Centre (WHSC)
(Regrets)	Shane Muir	Ontario Association of Paramedic Chiefs
	Aparna Sen-Hobbins	Manager, Ministry of Health

### 1.0 Welcome and Introductions

The Paramedic Section 21 meeting was held at 675 Cochrane Drive, Toronto. The meeting is co-chaired by I. Nash and Colin Heise.

### 2.0 September 2025 Minutes and Action Items

The minutes from the September 2025 meeting were prepared and distributed to the members for comment then provided to the co-chairs for approval. The minutes were finalized, approved and provided to PSHSA and WHSC for posting to their websites.

### 3.0 7.0 Ministry of Health Update

An update was provided by Don Pierce, Senior Field Manager

- Emergency Health Services Division
  - MPDS – moving across eastern ON, to be completed in 2027
    - Ottawa first to get ACE (Accredited Centre of Excellence done by the International Academy of Emergency Dispatch (IAED)) accreditation, hoping all CACCs will be ACE accredited by end of 2026. For accreditation, centres must function at high level of standard with less than 3% error rates.
  - NG911 – roll out continues.

- Lindsay went live, from analog to digital. Toronto next, then Renfrew with a new one every 3-4 weeks.
  - Developing disaster recovery rooms within the system.
    - Kingston has one in Eastern region, one in Hamilton, need one for the North
  - Text to 911 still available with possibility of picture to 911.
- CAD5 – CACCs hoping to go to CAD25.
  - The jump from 5 to 25 is related to tech and layout advances
  - Offers to be part of unified CAD have been extended to Toronto and ORNGE.
- PSRN – paused in Eastern region, should resume in Jan/Feb 2026. Rolled out in majority of South West region looking at Jan/Feb 2026.
- Discussions:
  - EV fires and MPDS – is there a way to notify medics that they are attending an EV fire? There are local/regional, provincial steering committees for recommending changes to MPDS.
  - Vaccinations for front-line paramedics – has the MOH changed their stance on yellow cards? Many services have their own template and are no longer using the yellow cards.

#### **4.0 Public Services Health and Safety Association (PSHSA) Update**

An update was provided by Patricia Clausen, Senior Director Health, Safety & Wellbeing



PSHSA Update\_S21  
Paramedics\_Nov 2021

#### **5.0 Workers Health and Safety Centre (WHSC) Update**

An update was provided by Loretta Michaud, Director, Policy and Programs

Presentation by Richard Chung, Occupational Hygienist.

Re: EV Fire Exposure Assessment

a follow-up from a project that started in 2023 with Toronto Fire Services looking at Hydrogen Fluoride exposure in Electric Vehicle fires. The project was a joint venture between NIOSH, FSRI, and various universities in the US. The study very recently completed the peer-review process and was published.

Fire Safety Research Institute (FSRI):

URL: <https://fsri.org/research-update/ev-fires-vs-gas-powered-vehicle-fires-air-contamination-risks-explored-new-article>

From an exposure perspective, it presented with findings that were expected regarding VOCs, PAHs, heavy metals, acid gases, PFAS, and particulate matter exposure profiles. However, an important finding is the presence of Hydrogen Fluoride (0.09-2.04mg/m<sup>3</sup>) being most present in EV fire plumes and fluoride particulate being present in all samples (both EV and ICEV). I believe this confirms an original hypothesis with respect to hydrogen fluoride and particulate fluoride being a respiratory and dermal hazard, respectively.



Kesler et al 2025.pptx

## 6.0 MLITSD FSHWD (Prevention Division) Update

An update was provided by Nancy Bradshaw, Strategy Advisor



JHSC new standards  
deck for S.21s - NEW

## 7.0 Various Discussion Topics

### Update on S. 21 Co-Chairs Meeting

- Not comfortable doing joint submissions or joint Guidance Notes.
- There may be some benefits to information sharing.
- Difficult for front-line staff to make time for meetings.
- Suggest meeting (virtually) twice per year.
- Hoping to have Joint First Responder meetings every 2 years.
- May need to re-evaluate commitment.

### Portable Radios

- Have not received a response to a letter sent November 27<sup>th</sup>, 2023 from Minister's office or Chief Prevention Officer's office.

### Cancer Presumptive Legislation

- No update.

### MAID Provincial Program

- Services are doing things differently in different regions.
- Concerns about creating mental health issues for medics attending these.
- Typically, Community Paramedics stand by to provide assistance.
- Facilitator to connect with Provincial Physician and Provincial Psychologist regarding this issue and next steps.

### Compliance/Orders

- Discussions surrounding the use of compliance commitments vs. issuing orders and employers not complying with recommendations.
- Facilitator to find out if we can get stats on how many compliance commitments are being issued.

### Recommendations for amending the OHSA re: risk assessments

- Could we amend the OHSA to include risk assessments for hazards in general?
- Maybe a recommendation could be sent to the Minister of Labour?
- Nancy Bradshaw provided a copy of a recommendation made by the Healthcare S. 21 Committee regarding this exact issue.

O. Reg. 420/21 Notices and Reports under S. 51 to 53.1 of the OHSA – Fatalities, Critical Injuries, Occupational Illnesses and Other Incidents

- Would like to see cancer and mental health in the definition of a reportable event/injury.
- PTSD presumptive legislation did not go far enough
- Awaiting a response from the CPO after discussion with him by the co-chairs.
- There is a list of 11 cancers that affect paramedics.

#### Workplace Harassment Provisions

- Members feel provisions in the OHSA may need to be updated to reflect current conditions. Seeing more WPH in general.

## Day 2

### 8.0 Roundtable and New Business

#### H. Hamalainen

- Staffing issues continue.
- Our new ambulance arrived.

#### D. Pierce

- Staffing enhanced for CACCs – requesting more staffing.
- There has been an increase in retention for ACOs, only losing 4-6%/year.
- Awaiting to see who will be the rep from the EHRAB-Health – accountability branch.

#### M. Nunn

- Getting a lot of good international candidates for new positions.
- New aircraft coming in the spring.
- New base in Sudbury.
- We are applying for a JHSC multi-site agreement.

#### C. Heise

- New tactical medic HART program online - dedicated ACPs, can be used as rapid response.
- Brought in ROU program last year.
- Updating how we are doing QA in the organization.
- Improving logistics in terms of supply management - going to them to service equipment at their stations instead of bringing units into the city. Cutting down on driving costs.
- Partnered with Western University – research program on early intervention. Peer support w/clinical psychologist within 48 hours after critical incident. Close to 400 medics participated.

#### M. Goudie

- Updated PTSI/PTSD prevention plan – almost ready to go, roll out in the new year.
- Did survey in the summer – started addressing concerns. A working group has been formed. Did not anticipate the amount of dysfunction on the front lines.
- Budget was approved yesterday – includes 3 new vehicles, new 12 hour/7 day a week resources training superintendent and 2 million in other capital projects.
- BOS program – grant funding through Solicitor General. Will register as many people before end of year and rest next year.
- In the process of applying for a JHSC multi-site agreement.

#### D. Doran

- Dave was selected to continue to represent OPSEU on this committee.
- Trying to provide assistance to other locals in developing Terms of References for their JHSCs.
- Date platform – to look at minutes/trends.
- Looking to develop MAID policy or guidance – typically done by CPs.
- Door seals are an issue on trucks.
- Many services have gone to wipeable bags but need a robust cleaning program.
- In the process of developing a lithium battery policy
- Frontenac looking to get more health and safety training/education – working with WHSC for psychosocial training.
- Cancer presumptive legislation – have spoken with some MPs but nothing has moved ahead yet. Designed a t-shirt with a QR code that provides information.
- MOH investigations can take several years and creates psychosocial issues for those involved.

#### I. Nash

- Concerns with northern units operating on logging roads.
- Staffing issues – hard to get folks to work full-time hours and some are working too much.
- Colleges in northern region are offering the ACP program.
- Should be driver training for new employees.

#### N. Bradshaw

- CSA Psychological Health and Safety in the Workplace Standard is being updated and is out for consultation. Information sent to the group.

#### S. Adlington

- New station up and running in August – still working on pager system. Also working on awkward parking situation.
- Some services have reduced the number of hours of training required before you can drive Code 4s for 400 hours to 120 hours.

### 9.0 Presentation – WSIB

Anthony Grimaldi, Senior Program Lead, Specialized Claims and Recovery Services



107572 - Paramedic  
Trends 2018-2025 YT

### 10.0 Guidance Notes

- Suggestion to keep and update GN #6 - Motor Vehicle Advanced Technology Hazards (Colin, Dave and Harri) separate and have a stand-alone GN for Responding to Lithium Ion Battery Incidents.
- New GN for 2026 – Specialty Teams (Colin, Ian)

The following GNs continue to be in approvals:

- 1) Working On or Around Water
- 2) Limiting Exposure to Gases
- 3) Heat Stress

GNs ready for staff level review:

- Improving Air Quality in Paramedic Services Building (Dave and Stephen)(this GN replaces/updates GN #3 - Reducing Diesel Exhaust in EMS Stations)
- Cold Stress (Dave and Marc) (new)
- GN #9 - Workplace Violence and Harassment (Ian and Colin) (updated)

Other GNs in development or under review:

- GN #6 - Motor Vehicle Advanced Technology Hazards (being updated) (Colin, Dave and Harri)
- GN #2 - EMS Vehicle Occupant Safety – review of this existing GN (Stephen, Mike and Shane)
- GN #4 – EMS Worker Exposure to Hazardous Drugs (Marc and Dave)

Potential New Topics for GNs:

- Electric Shock Discharge
- JHSCs and the IRS
- Rapid Response
- Tactical Response
- Single Responder
- Driving Standards

#### **11.0 Selection of 2026 Meeting Dates**

Planned meetings for 2026 are as follows:

1. March 25 & 26
2. May 27 & 28
3. September 16 & 17
4. November 18 & 19

#### **12.0 Meeting Adjourned**