



Frequently Asked Questions

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| General | What is the call volume at each of the bases, and ratio of emergency calls/transfers? | Call volumes vary considerably by base, asset type and season. For those interested real time information can be found on our website. www.ornge.ca |
| | Does the provincial float position still exist and is it an option as a CCP student? | Ornge continues to staff a limited number of provincial float positions and some paramedics hired during this recruitment may receive offers for these positions based on operational needs. |
| | Are there plans to increase the CCLA program throughout the province? Does ORNGE continue to have PICU or NICU specialists? | CCLA expansion is at the direction of the Ministry of Health. Ornge does believe there is a need to expand the program. PICU/NICU - Ornge continues to have PICU and NICU specialists, however the dedicated pediatric transport team is no longer part of Ornge's mission profile. |
| | How does availability for the southern bases fair compared to the northern bases? Is it generally fair to say the more southern bases crew members have a higher seniority than northern base members? | It is fair to say "generally" that the southern bases are staffed with higher seniority Paramedics. Most Paramedics will spend at least a couple of years in a northern location before moving south. |
| | Does Ornge have published protocols to compare with the protocols that are in place in other jurisdictions? | If you reach out to our Base Hospital they would be happy to send you our directives. Alternatively, you can check out the Apple App store. Our app – 'Ornge: Clinical Practice' is available for download. |
| | Is there a Peer Support program with Ornge? | Yes - there is a Peer Support Program at Ornge. Ornge's Peer Support and Assistance Program ('PSA') is to ensure that staff have immediate access to someone who is trained in |



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| | | listening and supporting. Ornge's Peer Support Workers ('PSW') are not trauma counsellors, social workers or a replacement for any kind of professional services; however, they are trained to mitigate staff from developing compassion fatigue, vicarious trauma and potentially, PTSD. |
| Hiring | Does ORNGE have any formal relocation assistance programs in place? | Ornge offers financial assistance to support relocation expenses. Details will be provided to those receiving an offer. |
| | Is Ornge looking to hire permanent full-time employees to work rotational such as two weeks on two weeks off for those who live outside of Ontario or is relocation to a Northern base required for this current posting? | Currently scheduled shift patterns vary by base. Typically, most schedules would require relocation as they would not be conducive to commuting. As an exception, our Moosonee base rotational safely operate on a two week on, two weeks off rotation. |
| | How do you select which candidates go to which bases? | Candidates are awarded the positions based on the operational needs of the company. However, if a preferred base has been requested we will try our best to work with you in order to place you there. |
| | Is the ORNGE flight academy Aeromedical course completion a requirement before applying? | You will not need to have completed your Aeromedical Course prior to applying however, you will need to have a successfully completed result prior to receiving an offer. |
| | Do you need the OPPAT lifting to apply? | You will not need to have completed your OPPAT prior to applying however, you will need to have a successfully completed OPAAT result prior to receiving an offer. |
| | Does ORNGE hire any PCPs? | Currently our minimum requirement for hire is ACP. |

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| | Will interviews be via Zoom or in person? | Interviews will be held via Microsoft Teams. If there are any changes, candidates will be notified accordingly. |
| | Is there cultural training for someone who's never met anyone from indigenous communities? | Ornge offers opportunities for Indigenous cultural awareness training online. |
| | Would it be worthwhile to apply now, before equivalency is obtained or should I apply while I wait until the equivalency process is completed? | At this time, it would be necessary to have the equivalency in place by the time of hire. |
| | Is the Base Hospital certification performed before or after hiring? | Cross certification for Base hospital will occur during onboarding. The expectation is for new hires to be currently certified when accepting the offer. In other cases, we maybe able to explore the variables on a case by case basis. |
| Pay and Benefits | What is Ornge's policy on Military leave for reservists? | Ornge supports Military leave for reservists. Our collective agreement permits unpaid leave for military service for up to one (1) year, subject to employees meeting employment criteria such as a minimum employment length and written notice. |
| | How many vacation days/blocks does a member start with? | Paramedics begin with 10 shifts of vacation which increases up to 22 shifts, based on years of service. In addition to paid vacation time, employees are also entitled to 12 days in lieu of statutory holidays and 2 personal days. All provisions are in accordance with the Unifor Collective Bargaining Agreement. |

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| | Are there reciprocal agreements with other Pension Plans? | Yes, please refer to the following Healthcare of Ontario Pension Plan website below for information on reciprocal agreements and portability of pension plans: https://hoopp.com/members/hoopp-pension-features/pension-portability |
| Training | CCP doesn't exist in my region. It does appear that we have further scope at the ACP level. Presumably my scope will decrease if I were hired by ORNGE? | In this case, with the enhanced scope at the ACP level in your region, your scope at the ACP Land in Ontario would be slightly less than what you're used too. That change would be temporary as you enter the CCP program and continue to add scope. |
| | Does previous critical care training allow for the opportunity to 'challenge' the Ornge program or shorten the program time? | Previous education and experience can be reviewed as part of a Prior Learning Assessment process to determine the gaps with the Ornge CCP program in order to focus the education required. |
| | What is the difference in the Scope of Practice for the ACP Land - CCP Recruit position as compared to the typical ACP in the 911 system? | The ACP land scope of practice at Ornge is comparable to the provincial ALSPCS ACP scope of practice. There are some modifications made to account for the equipment and directives in use at Ornge. The scope of practice increases as a learner progresses through the CCP program. |
| | If you have obtained the Ornge ACP(f) certification previously, does this expire? | ACP(f) certification must be current within 90 days to remain active. In cases where certification has lapsed, a reintegration process is required to return to ACP(f) scope. |
| | How would you explain the education aspect with regards to working? Full time school, Part time school and work? Online vs in person? | Our CCP program is a combination of online asynchronous didactic education, in-class simulation labs, hospital-based clinical and in-field preceptorship. The time on the aircraft vs off varies as the program progresses. |



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| | What are the pathways for a US Paramedic if I have FP-C, CCEMT-P, Multiple state licenses, instructor status, current Flight paramedic etc. | The pathway for US-trained Paramedics is a bit more involved than those trained in other Canadian provinces. Please refer to the following equivalency process link: https://bit.ly/3eaxlla |
| | Is Ornge's CCP program partnered with an academic institution such as the CSU Masters of Paramedicine? | Currently the Ornge CCP program is accredited by Accreditation Canada (formerly CMA) and Ornge has partnerships with a number of academic health sciences institutions for training, but is it not a degree program. We are actively exploring options for that at the moment. |
| Base Relocation | Can you transfer bases during the 18-month program? | Paramedics are able to bid on positions at other bases, based on seniority, as they open up, and can bid anytime after hire through an internal preferential bidding process. |