

**MGEU PARAMEDICS SURVEY**

**MARGINALS REPORT**

**FINAL**

**April 30, 2021**

**RESEARCH (N = 106)**

**Your union, the MGEU would like your input on workplace environment and related issues at WFPS. Your responses to this brief survey will be kept confidential and anonymous.**

**Thank you in advance for your input.**

Q1 Are currently working as a paramedic and are a member of the MGEU?

- Yes ..... 100%
- Not at paramedic, but an MGEU member ..... 0% **THANK & TERMINATE**
- No..... 0% **THANK & TERMINATE**
- Unsure..... 0% **THANK & TERMINATE**

Q2 Is your gender female, male or do you identify your gender in other terms?

- Male ..... 51.9%
- Female..... 47.2%
- Non-binary ..... 0.9%
- Unsure..... 0%

Q3 How long have you worked in EMS at the City of Winnipeg?

- Less than one year..... 7.5%
- 1 to 10 years ..... 50.9%
- 11 to 15 years ..... 22.6%
- 16 to 20 years ..... 6.6%
- More than 20 years..... 12.3%
- Unsure..... 0%

Q4 What is your level of certification?

- Advanced Care Paramedic..... 43.4%
- Intermediate Care Paramedic ..... 6.6%
- Primary Care Paramedic ..... 50.0%
- Unsure..... 0%

Q5 How satisfied are you with your job as a paramedic with EMS at the City of Winnipeg?

- Very satisfied ..... 7.5% **GO TO Q7**
- Somewhat satisfied ..... 39.6% **GO TO Q7**
- Not very satisfied ..... 36.8%
- Not at all satisfied ..... 14.2%
- Unsure..... 1.9% **GO TO Q7**

Q6 What is the main reason you are dissatisfied with your job as a paramedic? (n = 54)

- Lack of management/employer respect ..... 50.0%
- Workload..... 29.6%
- Don't have full scope of practice ..... 9.3%
- Other ..... 11.1%

Q7 How would you describe the workplace culture at WFPS?

- Toxic ..... 28.7%
- Divided/EMS is 2<sup>nd</sup> to Fire ..... 40.6%
- Positive with EMS colleagues ..... 3.0%
- Positive, general ..... 19.8%
- Overworked/lack of resources ..... 9.9%
- Lack of management support/appreciation..... 15.8%
- Negative, general ..... 25.7%
- Low morale ..... 9.9%
- Misogynist/racist/old boy's club..... 6.9%
- Other ..... 2.0%

Please indicate whether you strongly agree, agree, disagree, or strongly disagree with the following statements about **working as a paramedic at EMS for the City of Winnipeg.**  
**RANDOMIZE**

	STR AGREE (+2)	AGREE (+1)	DIS- AGREE (-1)	STR DIS- AGREE (-2)	Unsure	MEAN
Q12 I sometimes feel anxious or nervous about going to work because of the negative environment at my workplace.	28.3%	38.7%	22.6%	8.5%	1.9%	0.57
Q14 I have considered leaving my position as a paramedic with the City of Winnipeg as a result of frustration with how workplace issues are dealt with.	37.7%	27.4%	20.8%	13.2%	0.9%	0.56
Q13 The environment in my firehall is very toxic.	21.7%	22.6%	29.2%	17.0%	9.4%	0.03
Q9 My own morale at work is high.	5.7%	19.8%	37.7%	31.1%	5.7%	-0.73
Q15 As a City of Winnipeg paramedic I believe my employer, the WFPS has my back.	0.0%	5.7%	29.2%	62.3%	2.8%	-1.52
Q10 Mayor Brian Bowman has shown leadership and set the right tone about the issues at EMS.	0.9%	2.8%	28.3%	59.4%	8.5%	-1.56

		STR AGREE (+2)	AGREE (+1)	DIS- AGREE (-1)	STR DIS- AGREE (-2)	Unsure	MEAN
Q8	Morale at my workplace is high.	0.9%	3.8%	16.0%	77.4%	1.9%	-1.68
Q11	The WFPS Chief John Lane has shown leadership and set the right tone about the issues at EMS.	0.0%	4.7%	9.4%	82.1%	3.8%	-1.75

Please indicate if you have ever been the target of any of the following while working for the EMS?

		YES	NO	Unsure
Q16	Harassment	47.2%	47.2%	5.7%
Q17	Bullying	60.4%	37.7%	1.9%
Q18	Sexism	33.0%	64.2%	2.8%
Q19	Racism	17.9%	79.2%	2.8%

Q20 How do you feel paramedics are treated by WFPS senior management? Do you believe.....**ROTATE**

Paramedics are on an equal footing with Fire fighters..... 3.8%  
 Fire fighters are treated preferentially ..... 88.7%  
 Paramedics are treated preferentially ..... 1.9%  
 Unsure ..... 5.7%

Q21 To the best of your knowledge are matters involving patient safety incidents investigated appropriately.....?

Always ..... 0.9%  
 Most of the time ..... 10.4%  
 Sometimes ..... 28.3%  
 Rarely ..... 36.8%  
 Never ..... 11.3%  
 Unsure ..... 12.3%

Q22 Do you trust the patient safety event recording process and feel that issues will be dealt with meaningfully and to completion.....?

Always .....	0.9%
Most of the time .....	11.3%
Sometimes.....	18.9%
Rarely.....	35.8%
Never.....	21.7%
Unsure.....	11.3%

Q23 Do you think the WFPS does a good job of informing paramedics about the outcomes of patient safety investigations?

Always .....	0.0%
Most of the time .....	3.8%
Sometimes.....	11.3%
Rarely.....	36.8%
Never.....	35.8%
Unsure.....	12.3%

Please indicate whether you strongly agree, agree, disagree, or strongly disagree with the following statements **about the future of EMS in Winnipeg. RANDOMIZE**

	STR AGREE (+2)	AGREE (+1)	DIS- AGREE (-1)	STR DIS- AGREE (-2)	Unsure	MEAN
Q30 I'd like to stay with the City if the senior leadership stepped up and set the appropriate tone and resolved divisions within the EMS.	47.2%	42.5%	0.0%	1.9%	8.5%	1.45
Q26 Our pay would suffer with the province, as evidenced by the current pay and benefits for paramedics working in rural Manitoba	40.6%	30.2%	9.4%	2.8%	17.0%	1.16
Q29 I'd like to stay with the City if paramedics could move to separate, ambulance-based, paramedic stations – not fire halls.	27.4%	33.0%	16.0%	6.6%	17.0%	0.70
Q28 I would prefer to stay with the City because of their willingness to try to deliver services in a more creative way, like community paramedicine.	15.1%	50.0%	12.3%	9.4%	13.2%	0.57

		STR AGREE (+2)	AGREE (+1)	DIS- AGREE (-1)	STR DIS- AGREE (-2)	Unsure	MEAN
Q25	City paramedics would be worse off with the Provincial government because they don't value the contributions of health care workers to the health care system.	17.0%	20.8%	17.9%	6.6%	37.7%	0.38
Q24	City paramedics should be moved to provincial Shared Health because paramedicine is health, and health is a provincial responsibility.	11.3%	24.5%	21.7%	15.1%	27.4%	-0.06
Q27	The WFPS does a good job supporting ambulance-based paramedics and I have no hesitation staying as a City employee under existing conditions.	5.7%	6.6%	41.5%	38.7%	7.5%	-1.09
Q31	Further comments						
	Separate fire & EMS.....					10.4%	
	Maintain dual response .....					4.2%	
	Address workload/lack of resources/support .....					50.0%	
	Need change, general .....					22.9%	
	Address morale .....					27.1%	
	Address racism/misogyny.....					4.2%	
	Other .....					14.6%	
	Nothing .....					2.1%	
	DK/REF .....					2.1%	

Thank-you for taking the time to participate in this survey.