

Employment Standards

Rights and responsibilities at work

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Ambulance Attendants

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Part 3, Division 1 of the Employment Standards Regulation (Regulation), makes exceptions to employment standards for ambulance attendants in hours of work and overtime.

An ambulance attendant may be the person in control of an ambulance or an individual who cares for the patients carried by the ambulance.

14-hour night shifts

A 14-hour night shift is permitted for ambulance attendants provided that:

- it starts on or after 4 p.m. on one day and ends before 9 a.m. on the next day, and
- sleeping accommodation is provided.

Overtime hours

Overtime is any hours worked in excess of 10 per day and 60 per week. The greater of the daily total or weekly amount are the number of overtime hours to be paid at the overtime rate.

Payment of overtime on a 14-hour night shift

A 14-hour night shift, scheduled within the time frames described above with sleeping accommodation, is considered to be 10 hours of work. Two exceptions exist:

- If the employee provides more than 10 hours of active service, those additional hours will be overtime hours.
- Parties subject to a collective agreement, or by another agreement, can agree to regular pay for all 14 hours in the night shift.

On call and days of rest

Employees must receive at least four days of rest that is free from on call duties in each 28-day period, unless the employee specifically agrees to be on call.

When on call is work

Generally, being on call is not considered to be work. This means that wages are not payable for on call time, although the parties can agree to some form of pay. An example of an acceptable on call arrangement that is not work is an employee who carries a pager during non-work hours.

However, when an employer places additional responsibilities on employees during on call periods, such as wearing of uniforms or continuously monitoring radio calls which are not solely for that employee, the employee is considered to be providing a service for which wages are payable.

Some common questions

- 1. I work as an ambulance attendant and am provided with sleeping accommodation. During my last 14-hour night shift, I worked for 12 hours and got two hours of rest. Am I entitled to overtime?**

Yes. You are entitled to overtime for any hours worked in excess of 10. In your case, you must receive two hours of overtime pay.

- 2. I work as an ambulance attendant and am provided with sleeping accommodation. During my last 14-hour night shift, I worked for eight hours and got six hours of rest. Am I entitled to overtime?**

No. You are not entitled to overtime in this situation. You are entitled to be paid for 10 hours at your regular rate of pay.

- 3. I am covered by a collective agreement. I just completed a 14-hour night shift. I worked for 12 hours and had two hours of rest between calls. What am I entitled to be paid?**

If a collective agreement (or any other agreement between the parties) states that you are entitled to straight time for all 14 hours, then that provision will govern. Otherwise, you are entitled to be paid for 10 hours at straight time and two hours at your overtime rate.

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