

Volunteering at the North Bay Regional Health Centre

FREQUENTLY ASKED QUESTIONS

What is the minimum age required to volunteer at the NBRHC?

Volunteers must be at least 16 years of age, and some positions require volunteers to be at least 18 years of age. We have limited evening and weekend volunteer positions, so it may be difficult to accommodate high school students during the academic year.

What is the minimum commitment required to volunteer at the NBRHC?

Due to the nature of our programs and services, it is necessary for volunteers to make a long-term commitment and maintain a consistent schedule. There are two commitment options available to volunteers:

- At least seven months (80+ hours) of continuous volunteer service
- At least two months (50+ hours) of continuous volunteer service during the summer (for youth aged 16-29)

When should I submit my volunteer application? When can I expect to hear back?

Applications can be submitted to the Volunteer Department at any time throughout the year. If you are a youth interested in applying for our summer program, please take note of application deadlines on our website.

You will receive a reply acknowledging receipt of your application by email or mail. We strive to accept as many applicants as possible, however, due to the volume of applications we receive, we are not able to guarantee a placement for everyone and only those applicants selected for an interview will be contacted.

Will I be guaranteed a volunteer placement if I submit a volunteer application?

The volunteer application process does not guarantee a volunteer placement at the NBRHC. Volunteers are accepted and placed according to hospital needs, position availability and volunteer skills, interests and suitability.

How long does it take to become a volunteer?

We have a thorough application and intake process. If your volunteer application is accepted, it can take 6 to 8 weeks to become a volunteer.

What are the requirements for providing a reference form?

As part of your application, you will need to provide the names and accurate contact information of two references. References must be individuals you have known for more than a year and cannot be family members.

Suitable references may include instructors, supervisors, co-workers, volunteer coordinators, teachers, employers, or coaches. References do not need to live in North Bay.

Can I complete my secondary school community hours at the NBRHC?

You may apply the volunteer hours accumulated at the NBRHC to your secondary school requirement; however, we can only provide confirmation of hours to those who have completed at least 50 hours of volunteer service.

The Volunteer Department cannot provide performance-based references (written or verbal) for volunteers; we encourage volunteers to seek references from staff in the areas where they volunteer.

Is it possible for me to complete a placement for school or shadow a healthcare professional?

Placements and shadowing opportunities are not provided through the Volunteer Department. For more information on student placements and shadowing experiences at the Health Centre, visit the students section under [“Join Our Team”](#) on our website.

Does volunteering lead to employment at the North Bay Regional Health Centre?

While volunteering can help you gain valuable experience, it does not directly lead to employment at NBRHC—volunteers are considered external applicants. If you are interested in paid employment, please visit the careers section under [“Join Our Team”](#) on our website.

Can I use my professional training as a volunteer?

While we welcome volunteers with professional experience, all volunteers are restricted to performing the duties outlined in their volunteer position description and are not permitted to practice within a specific profession when volunteering.

What are the requirements and costs associated with volunteering?

Records Check: After a successful interview, applicants must complete a police records check, which costs around \$30 (subject to change by local police services).

Health Screening: As part of the onboarding process, volunteers must undergo a mandatory health screening. This includes a two-step TB test (or chest X-ray) and proof of immunizations for measles/mumps/rubella, chicken pox/varicella, tetanus/diphtheria/pertussis, and COVID-19.

- If your vaccinations are documented and up to date, no further action is required.
- If your immunity status is unknown, additional blood tests and/or a chest X-ray may be necessary.

Note: Applicants without Ontario health insurance may incur costs for this testing. Costs vary depending on what is required and are the responsibility of the applicant. Please review your private insurance coverage details before applying.

Uniform Deposit: A refundable deposit of \$10 is required on the first day to receive your volunteer uniform.

Transportation: We offer complimentary parking for volunteers during their scheduled shifts. Other modes of transportation to and from the hospital such as city bus or taxi are the responsibility of the volunteer.