Queensland Ambulance Service
Queensland's Life Support

being a student paramedic
about department of community safety

Queensland’s Department of Community Safety (DCS) has an integral role in supporting and promoting healthy, safe and secure communities through public safety, emergency management and secure and appropriate corrective services.

DCS employs approximately 10,350 full time and part time employees, and is supported by more than 55,000 volunteers across Queensland.

The four operational Divisions of the DCS are Queensland Ambulance Service, Queensland Fire and Rescue Service, Emergency Management Queensland and Corrective Services Queensland.

about queensland ambulance service

Queensland Ambulance Service (QAS) provides ambulance services to the public, health institutions, community and sporting groups, businesses, medical research bodies and other Government agencies.

QAS aims to improve the health, wellbeing and quality of life of the community through the delivery of high quality pre-hospital emergency care, specialised transport services and a range of related preventative and community services.

Ambulance services across Queensland are coordinated through seven Regional Offices located in Cairns, Townsville, Rockhampton, Caloundra, Brisbane, Beenleigh and Toowoomba.

Communications centres are located in Cairns, Townsville, Rockhampton, Maroochydore, Brisbane, Southport and Toowoomba.

QAS services are provided from over 230 locations throughout the State.

the job is more than just sirens and flashing lights

The role of a Paramedic entails much more than zipping through traffic with sirens blazing.

Paramedics are the front line of the Queensland Ambulance Service, dealing with emergency and non-emergency situations each working moment.

The Paramedic’s job is essential in an emergency.

With their specialist skills, equipment and medication, usually only found in a hospital’s emergency room, Paramedics examine, treat and provide the highest possible quality of care to their patients.

QAS Paramedics are required to assist in a range of incidents - motor vehicle accidents, medical emergencies inside and outside domestic premises, building sites and public areas.

Paramedics also often work with other members of emergency services including firefighters and SES volunteers.

Furthermore, Paramedics within QAS may also follow careers in educational or clinical support roles, as frontline supervisors or senior and executive managers.

do you have what it takes

A career as a Paramedic can be very rewarding but it is not for everyone.

Even though emotionally and physically challenging, the role of a Paramedic is vital to the welfare of the community. As such, it is a highly valued profession.

But being a Paramedic can be tough. If you’re considering becoming a Paramedic, ask yourself these questions:

- Do you have the ability to manage extreme situations with calmness and leadership?
- Are you a good communicator?
- Are you a good team member but can also work well by yourself if required?
- Do you have a genuine willingness to contribute to the community?
- Are you committed to completing a tertiary qualification and maintaining and developing your skills?
- Do you enjoy shift work?
- Are you a caring, tolerant and non-judgemental person and enjoy working with people from diverse backgrounds?
- Do you appreciate the need to adhere to workplace procedures?

If you have truthfully answered ‘yes’ to all of these questions and you have the passion and drive to become a Student Paramedic with QAS, your journey has just begun.

The next step is to become familiar with the details of QAS Student Paramedic training, avenues of career progression and the extensive QAS Student Paramedic Recruitment Process, and ensure you have all of the Requirements for Application.

careers and training

The Queensland Ambulance Service is committed to training and education as a long term investment aimed at maintaining a highly skilled workforce.

An essential component of a Paramedic’s role is to maintain skills and undertake ongoing training.

It is through quality training that a Paramedic develops the confidence, skills, knowledge and abilities to manage increasingly complex emergency situations.

Commencing at initial appointment and continuing throughout their career, a Paramedic must undertake a multitude of training programs, activities and assessments, to ensure their skills remain at an optimum level.

All those interested in pursuing a career as a Paramedic should be aware that as part of their ongoing training, ALL Student Paramedics must successfully complete a Diploma of Paramedical Science (Ambulance). Upon successful completion, these officers are qualified to provide a comprehensive pre-hospital care role.
student paramedic training

The initial training is undertaken in the form of a six week in-service block at the Queensland Combined Emergency Services Academy, School of Ambulance and Paramedic Studies, and generally occurs between the hours of 8am and 4pm, Monday to Friday.

Student Paramedic training covers a variety of subjects including driver training, manual handling, legislation, anatomy, physiology, pharmacology and use of equipment specific to the ambulance industry. Assessments are conducted throughout the six weeks and all training and assessing is carried out by qualified instructors who are also Paramedics.

Following successful completion of the six week block, Student Paramedics begin working on-road under the supervision of a Paramedic Mentor.

the school of ambulance and paramedic studies

The Queensland Combined Emergency Services Academy, School of Ambulance and Paramedic Studies (QCESA), situated in Brisbane is responsible for implementing QAS training.

The role of QCESA is to prepare staff for service in the QAS and enhance and develop the performance levels of all ambulance personnel to a standard of excellence expected by the community.

rank structure

The Paramedic rank structure is as follows:

- Student Paramedic Level 1
- Student Paramedic Level 2
- Student Paramedic Level 3
- Advanced Care Paramedic
- Intensive Care Paramedic

rank progression

There are four paypoints within the Student Paramedic classifications.

Progression to the next paypoint for a Student Paramedic is subject to:

- Successful completion of specified educational requirements;
- Successful performance including work and behavioural performance approved by the appropriate delegate.

For details of the Pay Point Progression and Maintenance Policy, visit www.ambulance.qld.gov.au/recruitment

uniforms

The wearing of the QAS uniform is specific to the public’s identification of the QAS and its officers. It is also a means of gaining clear, authoritative passage in the performance of Ambulance duties.

The QAS has introduced into service Air Purifying Respirators (APR M98 masks). APRs are being issued to manage the dual threats of CBR/HAZMAT incidents and pandemic influenza.

All new Student Paramedics will be provided with the requisite training and fit testing with an APR during the first block of Student Paramedic training.

Applicants should note that facial hair, some hairstyles and facial piercing may interrupt the seal established between the respirator and the wearer’s face.

It is therefore a requirement of the QAS that all officers be free of facial hair and facial piercing on the commencement of each shift.

This specifically includes all beards and moustaches that extend further than the corners of a person’s mouth, and lengthy sideburns.
### Paramedic Rosters

Student Paramedics are required to work on a rotating shift basis. Rosters reflect an average of 40 hours per week. The additional two hours per week (accrued time) will be accumulated and can be taken in scheduled blocks according to the QAS Scheduled Absence Policy and Procedure. For details of the Policy and Procedure, visit [www.ambulance.qld.gov.au/recruitment](http://www.ambulance.qld.gov.au/recruitment). Please note: QAS is currently progressing towards implementing 12 hour rosters in high work load stations across the State.

### Leave

Student Paramedics are entitled to six weeks and two days annual leave with 13.67% leave loading (in accordance with clause 7.1 of the *Queensland Ambulance Employee’s Award - State 2003*).

Student Paramedics are also entitled to 80 hours per annum accumulative of Sick Leave and 13 weeks Long Service Leave for each 10 years of service with the QAS.

### Probation

All Paramedics are required to undertake a 12 month probationary period. Job performance and the ability to complete the required training are continually assessed during this time.

Continued employment as a Student Paramedic is subject to satisfactory achievement and maintenance of each Semester of the Diploma of Paramedical Science (Ambulance) and other mandatory training.

### Wages (as at 1 December 2009)

Paramedics employed by QAS are covered by the *Queensland Ambulance Service Employees Award – State*. For information on the Award, visit [www.ambulance.qld.gov.au/recruitment](http://www.ambulance.qld.gov.au/recruitment).

<table>
<thead>
<tr>
<th>Pay Level</th>
<th>Base per Fortnight</th>
<th>Base Gross Salary</th>
<th>Approx. State Average Annual Salary for 2008-2009</th>
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</thead>
<tbody>
<tr>
<td>Student Paramedic Pay Point 1</td>
<td>$1,505.28</td>
<td>$39,271.70</td>
<td>$56,000</td>
</tr>
<tr>
<td>Student Paramedic Pay Point 2</td>
<td>$1,621.76</td>
<td>$42,310.58</td>
<td>$59,000</td>
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<tr>
<td>Student Paramedic Pay Point 3</td>
<td>$1,687.80</td>
<td>$44,033.52</td>
<td>$62,000</td>
</tr>
<tr>
<td>Student Paramedic Pay Point 4</td>
<td>$1,744.79</td>
<td>$45,520.40</td>
<td>$65,000</td>
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</tbody>
</table>

Base wages do not include penalty rates for weekends or afternoon and night shift allowances. These are included in the Approximate State Average Annual Salary figures.

The Approximate State Average Annual Salary figures are an approximate only. Wages vary throughout the State.

The Approximate State Average Annual Salary figures are based on staff who worked for the full 26 fortnights of the 2008-2009 financial year, and excludes casual employees.

### Superannuation

Student Paramedics are required to contribute to QSuper, the superannuation scheme for Queensland Public Sector employees. In this scheme, both the employee and employer make contributions. For information on QSuper, visit [www.qsuper.qld.gov.au](http://www.qsuper.qld.gov.au).

### Salary Packaging

All QAS employees have the option of making additional contributions to their superannuation fund, rent/housing and/or lease of motor vehicle/laptops through salary packaging using their pre-tax income. For more information on salary packaging, phone RemServ on 1800 646 972 or visit [www.remserv.com.au](http://www.remserv.com.au).

### Recognition of Prior Service

Recognition of Prior Service (RPS) for leave purposes may apply to some ex-employees of Interstate Ambulance Services and State and Federal Public Services. RPS applies to Long Service and Sick Leave only.

Employment with a service outside Australia is not considered towards RPS.
Role DESCRIPTION

Role Title: Student/Paramedic
Date of Review: August 2007

YOUR OPPORTUNITY

Student Paramedics contribute to the goal of Queensland Ambulance Service (QAS) to minimise loss of life, reduce pain and suffering and promote optimal recovery of patients who require pre-hospital care, emergency medical response or specialised transportation.

The purpose of a Student Paramedic role is to examine, treat and provide the highest possible quality care to their patients in accordance with QAS policies and procedures.

QAS ARE SEEKING APPLICANTS

The QAS is seeking applicants for the position of Student Paramedic who:
• Have the ability to manage extreme situations with calmness and leadership;
• Are good communicators;
• Are good team members but can also work well by themselves if required;
• Have a genuine willingness to contribute to their community;
• Are committed to completing a tertiary qualification;
• Enjoy shift work;
• Are caring, tolerant and non-judgemental;
• Appreciate the need to adhere to workplace procedures;
• Are committed to maintaining and developing your skills; and
• Enjoy working with people from diverse backgrounds.

ARE YOU THE RIGHT PERSON FOR THE JOB?

On application, applicants are required to provide proof of:
• A Manual Driver’s Licence;
• Australian Citizenship, Australian Permanent Residency Status or New Zealand Citizenship;
• A Current Apply First Aid or Apply Advanced First Aid Certificate; and
• Education and Work History.

YOUR DUTIES/RESPONSIBILITIES

• Provide a high standard of pre-hospital emergency patient care and the provision of ambulance transport services for members of the community.

• Comply with the provisions of the Ambulance Service Act 1991 and all QAS policies and procedures as determined by the Commissioner, QAS and the relevant Industrial Awards and Agreements.

• Undertake and take responsibility for the self-maintenance of patient care skills (theoretical and practical) for the provision of a high standard of pre-hospital patient care in accordance with QAS policies and procedures.
• Maintain all Ambulance vehicles and equipment in a state of operational readiness and ensure that QAS premises are kept clean at all times.

• Provide information and education on Ambulance related matters to members of the public and other training service as deemed necessary by the Commissioner, QAS.

• Contribute to a safe and healthy working environment through an understanding of contemporary human resource management policies and practices and available staff support services such as “Priority One” Telephone Counselling Services and other Departmental resources.

• Throughout employment as a Student Paramedic, progression through the Diploma of Paramedic Science (Ambulance) and other mandatory training will be assessed. Continued employment will be subject to satisfactory achievement and maintenance of each Semester of the Diploma of Paramedical Science (Ambulance) and other mandatory training.

• On successful completion of training and obtaining a Diploma of Paramedical Science (Ambulance), Student Paramedics will qualify as a Paramedic.

BASIS FOR ASSESSMENT

You will be assessed on the basis of experience and capability in the following:

<table>
<thead>
<tr>
<th>Basis of Assessment</th>
<th>Details</th>
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<tbody>
<tr>
<td>1</td>
<td>Demonstrated ability and commitment to provide a high standard of pre-hospital emergency patient care and the ability to provide quality service delivery.</td>
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<tr>
<td>2</td>
<td>Highly developed interpersonal and communication skills and the ability to operate effectively in a team environment.</td>
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<td>3</td>
<td>Ability to undertake and complete the required training program for a Student Paramedic.</td>
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<td>4</td>
<td>Knowledge of, or demonstrated ability to, rapidly acquire knowledge of QAS policies and procedures including Equal Opportunity and Anti-Discrimination.</td>
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<tr>
<td>5</td>
<td>Demonstrated understanding of, and commitment to, professional customer service and equity within the workplace.</td>
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APPLICANTS ARE NOT REQUIRED TO PROVIDE WRITTEN RESPONSES ADDRESSING THE SELECTION CRITERIA.

OTHER RELEVANT SELECTION INFORMATION

• Criminal History Checks are conducted on applicants who are selected for a position. A criminal history may not necessarily exclude applicants from further consideration.

• Applicants are required to undertake the following assessment as part of the selection process:
  - Psychometric Assessment;
  - Aptitude Assessments;
  - Medical Assessment;
  - Health Related Fitness Assessment; and
  - Interview.

• Applicants who fail to meet QAS standards on the assessments may be deemed ineligible for re-application.
ADDITIONAL INFORMATION

- Applicants will be required to meet the physical and functional requirements of the QAS.

- Successful applicants will be required to participate in a shift roster that may provide coverage up to 24 hours a day, seven days a week.

- Successful applicants may be required to work reasonable overtime and to be on-call to perform overtime work during a specified period of time outside normal rostered hours.

- The QAS recognises prior learning under prescribed conditions.

- An appointment to the position of Student Paramedic is not appealable.

- Student Paramedics are required to undertake a 12 months probationary period.

- The Department of Community Safety (DCS) is an Equal Employment Opportunity employer and particularly encourages applications from:
  - Aboriginal and Torres Strait Islander people;
  - People from Culturally and Linguistically Diverse backgrounds;
  - Women; and
  - People with a disability.

- A non-smoking policy is effective in Queensland Government buildings, offices and motor vehicles.

- Privacy Notice - The personal information applicants provide will only be used for the purpose of progressing their applications. It will only be disclosed to authorised persons or if disclosure is required to fulfill statutory, administrative or other public responsibilities.

- Each officer within the DCS is required to take an active role in managing risks in accordance with DCS policies and guidelines. The contribution each officer makes collectively allows DCS to achieve organisational goals, discharge accountability, manage competing priorities, use resources effectively and continue to achieve high standards of customer service both internally within DCS and to the community.