

qualified paramedic

queensland ambulance service

queensland's life support



being a qualified 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.

queensland's life support

QAS Paramedics provide the highest quality patient care to the people of Queensland.

They are considered to be an integral part of Queensland's health care system, working closely with other members of the medical profession including doctors and nurses, and emergency services personnel.

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

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

who is queensland ambulance service looking for?

For the position of Qualified Paramedic, QAS is looking for people who have qualifications and demonstrated experience equivalent to the level of a QAS Advanced Care Paramedic or higher, a manual driver's licence and the ability to work in Australia.

careers and training

The QAS 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.

Continuing throughout their career, Paramedics must undertake a multitude of training programs, activities and assessments to ensure their skills remain at an optimum level.

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
- Officer in Charge, Station Officer Level 1 - 4
- Operations Supervisor
- Area Director

rank progression

Rank progression is by way of either the acquisition of additional skills and education, or through successful application for a higher level position.

advancement to intensive care paramedic level

Applicants who are able to demonstrate previous experience at the equivalent level to the QAS Intensive Care Paramedic level have the option of challenging the Intensive Care Paramedic clinical level through the post employment pathway.

An alignment of qualification assessment which includes an evaluation of experience (at least two years post qualification at the equivalent Advanced Care Paramedic level) and Scope of Practice that demonstrates the applicant has practiced at an equivalent Intensive Care Paramedic level, is a prerequisite for entry into the challenge process.

All applicants must first be successfully appointed to a QAS Advanced Care Paramedic position and complete a minimum of three months integration into the service before being able to make application via their QAS Regional Staff Development Unit for the QAS Intensive Care Paramedic challenge process.

The Intensive Care Paramedic Challenge assessment includes a theoretical and clinical examination and a structured interview.

Please refer to page 6 of the application and selection process booklet for the Intensive Care Paramedic Authority to Practice Pathway flowchart on the QAS Recruitment website.





induction program

The Queensland Ambulance Service (QAS) requires newly appointed Qualified Paramedics to undertake a three week induction program in Brisbane.

The induction program acts as an introduction to the QAS which encompasses an overview of QAS and departmental policies and procedures as well as an introduction to specific clinical skills and mandatory packages.

The Queensland Combined Emergency Services Academy (QCESA) is responsible for conducting the induction course.

entitlement to claim relocation expenses

On commencement, the QAS may reimburse the cost of relocation expenses for successful applicants who have been offered a permanent position and are required to relocate in order to commence full time employment (up to a maximum value of AU\$3000 for Interstate and New Zealand applicants, and AU\$5000 for overseas applicants).

Terms and conditions apply – relocation must take place after appointment in order to be considered for reimbursement.

The QAS may also reimburse up to a maximum value of AU\$3000 towards the cost of relocation expenses for Queensland applicants who choose and accept permanent full time employment in the Far Northern, Northern, Central or South Western Regions if they are required to relocate from outside their appointed region in order to commence their position – relocation must take place after appointment in order to be considered for reimbursement.

Please note, this entitlement excludes Queensland applicants who choose and accept full time employment in the North Coast, Brisbane and South Eastern regions.

Applicants will need to retain all relevant receipts and invoices in order to be eligible for reimbursement of relocation expenses.

Reimbursement shall only be granted on the condition that should the officer tender his or her resignation, or otherwise cease duty with, the QAS (except by reason of retirement, retrenchment, death or medical unfitness) within two years of taking up duty, the officer will be required to refund the following amounts to the QAS:

- If resignation is within one year of commencement 100%;
- If resignation is within two years of commencement 50%;
- If resignation is after two years of commencement Nil.

If an applicant holds a visa, no reimbursement of visa costs will be available, however the applicant may be eligible for relocation reimbursement.

The approval process of relocation expense claims for newly appointed qualified officers is at the discretion of the Assistant Commissioner, Service, Planning and Resourcing via QAS Recruitment.

buddy system

To minimise the transition of moving to Queensland and joining the QAS, newly appointed Qualified Paramedics can be assigned a Buddy.

Buddies initially make contact with their Qualified Paramedic via email prior to their arrival in Queensland.

They provide “on the ground” advice about working for the QAS and living in Queensland. They also make their Qualified Paramedic feel welcome once they arrive in Queensland and commence with the QAS.



paramedic employment categories

QAS offers more than one category of employment. Options include:

Permanent Full time Employment

An officer who is employed on a permanent full time basis, works all the normal rostered hours and receives all the leave entitlements under the Award.

Casual Employment

A Casual employee is one who is offered employment on a hourly basis and is not entitled to annual or sick leave but is paid a loading in lieu of these entitlements.*

* Please note, on commencement of employment, ALL qualified Paramedics are required to work on a full time basis during the three weeks of the induction program and additional Regional induction period to gain competency (a total of up to 12 weeks approximately).

paramedic rosters

QAS full time permanent Paramedics are required to work 38 hours 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 (available on the QAS website, www.ambulance.qld.gov.au/recruitment/)

Please note: QAS currently has 12 hour rosters in high work load stations across the State.

salary

Salary (Base rates per fortnight as at 1 October 2011)

Advanced Care Paramedic (pay point 1)	\$2,129.61
Advanced Care Paramedic (pay point 2)	\$2,179.44
Advanced Care Paramedic (pay point 3)	\$2,228.88
Intensive Care Paramedic (pay point 1)	\$2,347.71
Intensive Care Paramedic (pay point 2)	\$2,426.67
Intensive Care Paramedic (pay point 3)	\$2,496.43

Casual Rates (per hour as at 1 November 2010)

Advanced Care Paramedic (pay point 1)	\$28.0212
Advanced Care Paramedic (pay point 2)	\$28.6768
Advanced Care Paramedic (pay point 3)	\$29.3274

Commencement salaries for Advanced Care Paramedics and Intensive Care Paramedics are at pay point 1. Requirements for progression to pay point 2 are outlined in the QAS Pay Point Progression and Maintenance Policy (available on the QAS website, www.ambulance.qld.gov.au/recruitment/), only after probation requirements are met.

In addition to the base salary, employees can receive further allowances and penalty rates. For most stations, penalty rates are applicable for performing ordinary hours on the weekend and shift penalties for afternoon and night shifts.

leave

Permanent full time Paramedics and Paramedics on a full time temporary appointment in line with their temporary VISA timeframes 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).

Permanent full time Paramedics and Paramedics on a full time temporary appointment in line with their temporary VISA timeframes are entitled to 96 hours per annum accumulative of Sick Leave and 13 weeks Long Service Leave for each 10 years of service with the QAS.

Casual Paramedics are entitled to pro-rata Long Service Leave only.

superannuation

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 more information regarding superannuation with QSuper, visit www.qsuper.qld.gov.au

salary packaging

All QAS employees have the option of making contributions to their superannuation fund, rent/housing and/or lease of motor vehicle 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

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 provided there is no break in service greater than three months. RPS applies to Long Service and Sick Leave only and can only be arranged after commencement through your Regional Human Resource Consultant.

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

uniforms

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

The uniform is safe, functional and comfortable, and is designed to meet the varying needs of service delivery and workplace health and safety requirements.

The wearing of the uniform ensures a common dress standard throughout QAS. It also reflects, in the public image, the high

individual standards of officers and the critical community service they provide.

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

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

remote area incentives

The QAS acknowledges that officers live and work in difficult conditions in remote areas, are required to undertake on-call and often have to deal with emergencies with minimal support.

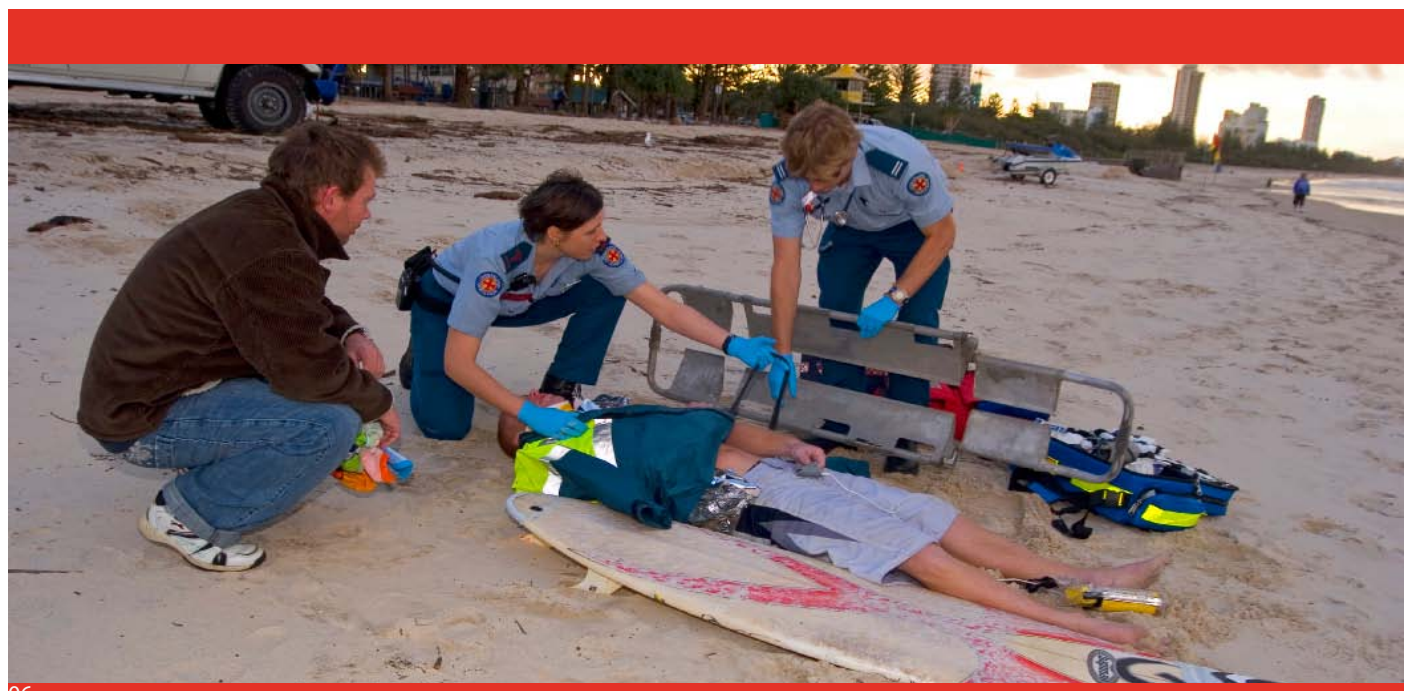
A number of incentives, offering varying degrees of assistance depending on remoteness are available for QAS personnel employed in designated isolated, remote and rural areas.

These incentives include additional annual leave, airfare subsidy, isolation bonus, housing and accommodation subsidy, etc.

Please refer to the location booklet where locations with area incentives have been highlighted.

probation

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



paramedic - scope of practice - The following information (indicated by X and ✓) details the procedures required by QAS Advanced Care Paramedics (P3) and Intensive Care Paramedics (P4).

	P3	P4		P3	P4
Patient Assessment			Drug Administration		
Basic life support procedures including -			Intramuscular injection	✓	✓
APGAR	✓	✓	Intranasal administration	✓	✓
Glasgow coma score	✓	✓	Nebulised drug administration	✓	✓
Glucometry	✓	✓	Oral drug administration	✓	✓
Mental status assessment	✓	✓	Subcutaneous drug administration	X	✓
Neurological status assessment	✓	✓	Drug administration via an endotracheal tube	X	✓
Paediatric assessment	✓	✓	Extrication		
Pain assessment	✓	✓	Use of a scoop stretcher	✓	✓
Perfusion status assessment	✓	✓	Use of a stair chair	✓	✓
Primary and secondary assessment	✓	✓	Use of a drop wheel stretcher	✓	✓
Pulse oximetry assessment	✓	✓	Use of extrication spine board	✓	✓
Respiratory status assessment	✓	✓	Access		
Capnography	✓	✓	Intravenous access	✓	✓
Airway Management			External jugular venous cannulation	X	✓
Airway suctioning	✓	✓	Intraosseous access	X	✓
Basic airway management	✓	✓	Respiratory		
Oropharyngeal airway insertion	✓	✓	Bag-valve-mask ventilation	✓	✓
Nasopharyngeal airway insertion	✓	✓	Intermittent positive pressure breathing (IPPB)	✓	✓
Laryngeal mask airway insertion	✓	✓	Intermittent positive pressure ventilation (IPPV)	✓	✓
Endotracheal intubation	X	✓	Positive end expiratory pressure (PEEP)	X	✓
Use of bougie	X	✓	Tension pneumothorax decompression	✓	✓
Laryngoscopy	✓	✓	Resuscitation		
Use of Magill's forceps	✓	✓	Cardiopulmonary resuscitation - Adult	✓	✓
Tracheal suctioning	✓	✓	Cardiopulmonary resuscitation - Child	✓	✓
Oro/Nasopharyngeal suctioning of a Neonate	✓	✓	Cardiopulmonary resuscitation - Infant	✓	✓
Cricoid Pressure/External laryngeal manipulation	✓	✓	Trauma		
Cricothyrotomy	X	✓	Application of bandages and sling	✓	✓
Gastric Intubation	X	✓	Application of cervical collars	✓	✓
Cardiac			Application of arterial tourniquet	✓	✓
Cardiac monitoring - basic rhythm recognition - sinus, VT, VF etc	✓	✓	Application of skeletal traction device (e.g. Donway [®])	✓	✓
12 lead ECG acquisition	✓	✓	Use of vacuum splints	✓	✓
12 lead ECG interpretation	✓	✓	Use of vacuum mattress	✓	✓
Cardiac Reperfusion	X	✓	Use of pelvic splints (e.g. SAM Pelvic Sling [®])	✓	✓
Defibrillation - automatic	✓	✓	Use of NIEJ (NEANN immobilisation & extrication jacket)	✓	✓
Defibrillation - semi-automatic	✓	✓	Helmet removal	✓	✓
Defibrillation - manual	✓	✓	Management of envenomation	✓	✓
Synchronised cardioversion	X	✓			
Transcutaneous Cardiac Pacing (TCP)	X	✓			

Clinical Scope of Practice continued

	P3	P4		P3	P4
Obstetrics					
Cephalic delivery	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Hydrocortisone	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Breech birth	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Hydroxocobalamin	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Bimanual compression	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ipratropium bromide	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Shoulder dystocia	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ketamine	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pharmacology			Lignocaine 2%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Adrenaline	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Magnesium Sulphate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Amiodarone	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Methoxyflurane	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Aspirin	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Metoclopramide	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Atropine	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Midazolam	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Benztropine	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Morphine	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Box Jellyfish Anti-venom	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Naloxone	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Calcium Gluconate 10%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ondansetron	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ceftriaxone	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Oseltamivir	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Clopidogrel	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Paracetamol	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Enoxaparin	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Phenytoin	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Fentanyl	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Promethazine	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Glucagon	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Salbutamol	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Glucose 10%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Sodium Bicarbonate 8.4%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Glucose gel	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Sodium Chloride 0.9%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Glyceryl trinitrate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Tenecteplase	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Haloperidol	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Other _____		
Heparin	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	_____		

Over the last 12 months, did the applicant practice these skills and drug procedures in accordance with organisational policies and procedures? Please provide details.

Comments _____

MANAGER NAME _____ POSITION _____

SIGNATURE _____ DATE _____

QAS Office Use Only

Ambulance Service/Country of Origin _____ Level of Practice _____ Years of experience _____

QAS Level applied for _____ ROCAP Level achieved _____ Entry Pay Level _____ ICP Challenge Option y/n _____

Pay Progression Requirements

QAS Induction Yes No ISCEP eg 2006/07 _____

QAS Mandatory Programs Yes No

Other _____

Reviewing Officer _____ Date _____



roleDESCRIPTION

Role Title: Paramedic

Date of Review: November 2010

YOUR OPPORTUNITY

Qualified 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 Paramedic role is to examine, treat and provide the highest possible quality care to their patients in accordance with QAS policies and procedures.

ARE YOU THE RIGHT PERSON FOR THE JOB?

Mandatory Requirements:

- Hold recognition of current Ambulance Practice to the level of a QAS Advanced Care Paramedic or higher;
- Have the ability to work in Australia; and
- Hold a manual driver's licence.

REPORTING RELATIONSHIPS

This position reports through the Officer-in-Charge to the Area Director.

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 services 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.
- Provide supervision and guidance to Student Paramedics on the provision of patient care.
- Actively foster professional linkages with other health care professionals and emergency service personnel.

BASIS FOR ASSESSMENT

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

1	Demonstrated ability and commitment to provide a high standard of pre-hospital emergency patient care and the ability to provide quality service delivery.
2	Highly developed interpersonal and communication skills and the ability to operate effectively in a team environment.
3	Ability to develop and conduct educational and training programs relative to ambulance services.
4	Knowledge of, or demonstrated ability to, acquire knowledge of Ambulance service policies and procedures.
5	Demonstrated understanding of, and commitment to, contemporary human resource management principles and practices including workplace health and safety, employment equity and staff support services.

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 will be required to undertake a medical examination prior to appointment.
- Applicants who fail to meet QAS standards on the assessments may be deemed ineligible for re-application.
- Applicants should note that experience is a significant criterion for selection and will be considered by Selection Committees along with abilities, potential, relevant qualifications and the past record of applicants.

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 Qualified Paramedic is not appealable.
- New Qualified Paramedics will be on probation for a period of six months.
- 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.