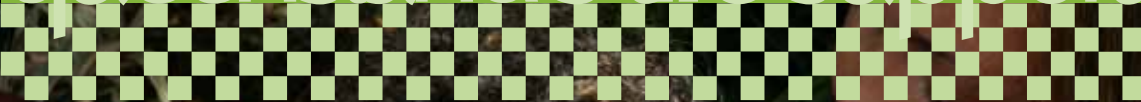


studentparamedic

queensland ambulance service

queensland's life support



studentparamedicrecruitmentprocess



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recruitment process

The Queensland Ambulance Service (QAS) recruits Student Paramedics on a campaign basis. Applications can only be submitted when specific vacancies are advertised. Details of vacancies can be found on the QAS website, www.ambulance.qld.gov.au

Applications must be submitted before the campaign closing date.

The recruitment process has a number of stages designed to enable the QAS to consider an applicant's ability to meet the requirements of the demanding Student Paramedic job.

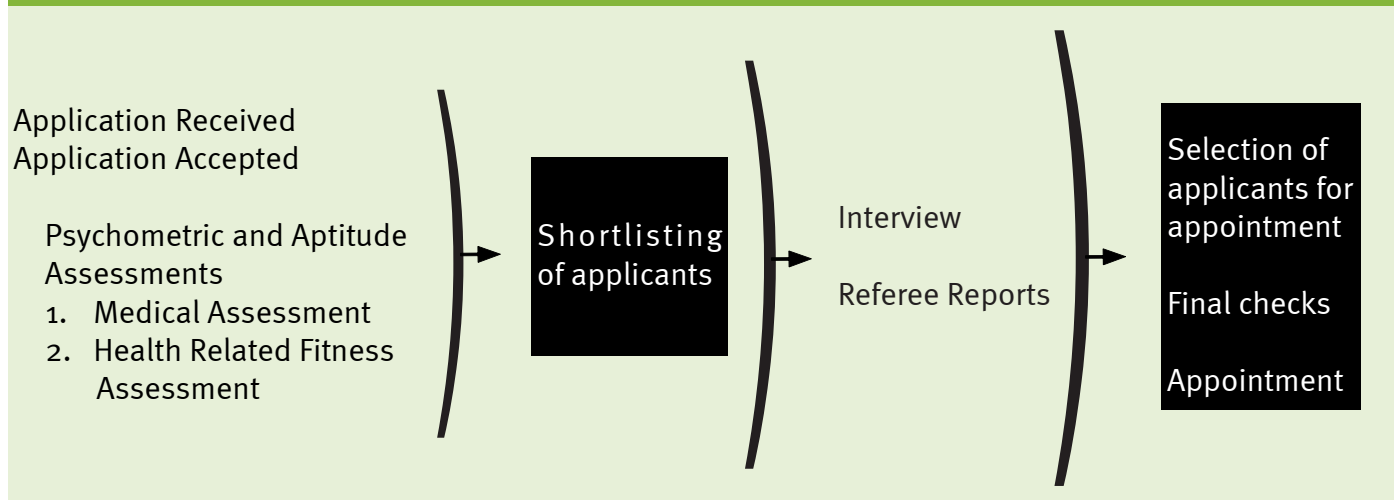
Applications remain valid for the life of the campaign.

The process relies on applicants completing the assessments and other requirements within reasonable timeframes to reduce the potential for the application to expire.

QAS will build up a file on each applicant, which will include the application form, documents provided by the applicant and outcomes of assessments. This enables the QAS to select applicants who are the most suitable overall for particular vacancies.

All elements of the recruitment process contribute to determining whether an applicant competes successfully for appointment to a position.

the process chart



the process - step by step

- 1 Specific vacancies are posted on the QAS website.
- 2 Applicants familiarise themselves with all the details contained in the Information Kit and ensure they meet all the requirements for application.
- 3 Applicants complete and submit their application form with all the required accompanying documents before the campaign closing date.
- 4 Applicants receive a letter advising that their application has been accepted.
The letter includes an Applicant Number and information regarding the Psychometric and Aptitude Assessments, including a calendar indicating when the assessments are being held.
Applications remain valid for the life of the campaign.
- 5 Applicants contact the relevant Assessment Providers to make the necessary arrangements to conduct the assessments.
Each assessment is booked and paid for separately.
NOTE: The Medical Assessment must be completed prior to the Health Related Fitness Assessment.

The Psychometric Assessment can be undertaken at the applicant's convenience.

Each assessment is at the applicant's own cost.

Applicants attend assessment sessions and participate in the assessments.

After each assessment, applicants receive a letter advising them of their results.

If an applicant does not meet an acceptable level or has not scored in a competitive range, they will be notified.

Applicants will have only one attempt to successfully complete the Psychometric, Aptitude, Medical and Health Related Fitness Assessments.

Applicants must complete all the assessments within the designated timeframes.

Shortlisted applicants are contacted and invited to attend an interview and complete referee reports.

Shortlisted applicants attend the State interview. Applicants complete and sign a Consent Form for a Criminal History Check.

This form will only be actioned if the applicant is selected for appointment.

10 The most competitive applicants are selected for identified vacancies. Appointments are subject to final Criminal History Checks.

11 The QAS undertakes final checks including:

- Criminal History Check;
- Confirmation of current Manual Driver's Licence;
- Confirmation of current Apply First Aid certificate with an up-to-date Perform Cardio-pulmonary Resuscitation (CPR) component or Apply Advanced First Aid certificate with an up-to-date Perform CPR component.

12 If all final checks are satisfactory, all certificates are current and all documentation is provided, a Letter of Appointment is sent to successful applicants.

13 Applicants commence employment as a QAS Student Paramedic and begin training for six weeks at the Queensland Combined Emergency Services Academy, School of Ambulance and Paramedic Studies before commencing employment in their appointed region.

Student Paramedics are appointed to a particular area within a region and may be required to work anywhere within that area. The exception is for appointments to the Brisbane Region as officers may be required to work anywhere within that region.

requirements for student paramedic application

The Student Paramedic recruitment and selection process is designed to assist the QAS to select the most suitable applicants for the job.

QAS has therefore set a number of criteria that need to be met before applicants can apply for a position as a Student Paramedic.

Before an applicant can be considered for a Student Paramedic position, evidence of the following is required:

- Manual driver's licence;
- Australian citizenship, permanent resident status or New Zealand citizenship;
- Current Apply First Aid certificate with an up-to-date Perform Cardio-pulmonary Resuscitation (CPR) component or Apply Advanced First Aid certificate with an up-to-date Perform CPR component;
- Successful completion of Year 12 or Year 12 equivalent; and
- General Work History.

As part of the recruitment and selection process, applicants are required to undertake a number of assessments and achieve results, which meet QAS standards.

Applicants should also consider which employment locations they would like to be appointed to.

Student Paramedics are appointed to a particular area within a region and are required to work anywhere within that area. The exception is for appointments to the Brisbane Region as officers may be required to work anywhere within that region.

manual driver's licence

Applicants must hold a current manual driver's licence on application and obtain a Queensland driver's licence (for interstate applicants) upon appointment. Learner's permits and automatic licences will not be considered, although a provisional driver's licence is acceptable.

A certified copy must be submitted on application.

Information on licencing can be accessed at any Queensland Transport Customer Service Centre or at www.transport.qld.gov.au

Australian citizenship, Permanent Residency Status or New Zealand citizenship

For entry level positions, the QAS only employs people who are entitled to accept permanent employment within Australia, that is, those with Australian citizenship, New Zealand citizenship or Australian permanent resident status.

In most circumstances, individuals born in Australia are automatically Australian citizens.

Certified copies of appropriate documentation must be submitted on application eg birth certificate, passport, etc.

Those born in Australia on or after 20 August 1986 are not automatically Australian citizens.

Please refer to the Australian Department of Immigration and Multicultural Affairs website, www.citizenship.gov.au

Applicants not born in Australia who have obtained Australian citizenship or permanent resident status must provide certified copies of appropriate documentation that includes the date the status was awarded.

Applicants who were not born in Australia and have not applied for citizenship or permanent resident status, should contact the Australian Department of Immigration and Multicultural Affairs by visiting www.citizenship.gov.au or phoning 131 880.

In most circumstances, individuals born in New Zealand are automatically New Zealand citizens.

Certified copies of appropriate documentation must be submitted on application eg passport, etc. Please refer to the New Zealand Department of Internal Affairs website, www.citizenship.govt.nz

current apply first aid certificate or apply advanced first aid certificate

Student Paramedics must have a high competency and extensive knowledge and experience in first aid.

Applicants must therefore have successfully completed a nationally recognised Apply First Aid or Apply Advanced First Aid certificate.

For information on QAS First Aid courses, visit www.ambulance.qld.gov.au or phone 1300 369 003.

Details of Registered Training Organisations can be found at the National Training Information Service website, www.ntis.gov.au

A certified copy of a current nationally recognised Apply First Aid or Apply Advanced First Aid certificate must be submitted on application.

Please note: This certificate must also be current before an applicant can be appointed as a Student Paramedic.

Applicants must also ensure that the Perform Cardio-pulmonary Resuscitation (CPR) component of their Apply First Aid certificate or Apply Advanced First Aid certificate is up to date before applying.

The Perform CPR component of the Apply First Aid or Apply Advanced First Aid certificate needs to be renewed every 12 months.

To fulfill this requirement for application, Registered Nurses may submit a copy of their current Nursing Registration Card and a letter from their hospital stating:

- the date of their last skills recertification for CPR;
- that they perform duties above the level of Apply First Aid; and
- that CPR forms part of their day to day duties, when required.

successful completion of year 12 or equivalent

QAS is committed to training and education as a long term investment aimed at maintaining a highly skilled workforce.

Applicants are therefore required to demonstrate that they have successfully completed a minimum of Year 12 level of education or education which can be deemed as Year 12 equivalent.

For the purpose of a QAS application for a Student Paramedic position:

- Successful completion of Year 12 implies a Sound achievement obtained in a minimum of any four Year 12 subjects;
- Year 12 equivalent implies Year 10 or above plus a Certificate II or Year 10 plus a completed traineeship; and
- Year 12 equivalent also implies a Certificate III or above.

Applicants without these standard qualifications may have their vocational qualifications assessed by the Queensland Tertiary Admissions Centre (QTAC) or their educational qualifications assessed by the Queensland Studies Authority (QSA), prior to making application, to determine Year 12 equivalency.

For more information, contact the QTAC Assessment of Qualifications Service at www.qtac.edu.au or QSA at www.qsa.qld.edu.au

Applicants will be allocated points for their educational qualifications. Points for education are not cumulative, meaning points are awarded only for the highest qualification. Applicants must provide certified copies of their qualifications.

work history

QAS values the paid work history of applicants.

Applicants must supply supporting documentation of their paid work history in the form of a Statement of Service or a signed reference on official company letterhead, detailing the position held, specifying if full time or part time and length and dates of service. Furthermore, supporting documentation must be certified.

If applicants have been self-employed, a statement from an accountant, solicitor or tax agent should be supplied.

Voluntary or unpaid employment experience will not be included as part of an applicant's general paid work history. It can however be included in the Related Work History section.

Points for related work history experience are not cumulative, meaning points are awarded only for the highest points allocation.

points allocation

For an applicant to progress in the selection process, a minimum of 40 points needs to be demonstrated. A minimum of 10 points must come from both Education and General Work History.



The following points system is used in the selection process:

Education	Points
Successful completion of Year 12, Year 12 equivalent, Certificate III, Certificate IV or Associate Diploma	10
Diploma	20
Degree or above	30

General Work History	Points
One to three years of paid full time equivalent	10
Three to five years of paid full time equivalent	20
More than five years paid full time equivalent	30

Related Work History	Points
One year or more paid full time equivalent employment as an Emergency Medical Dispatcher.	5
One year or more active involvement in a community service eg Scouts, Lifeline, St Vincent de Paul, Meals on Wheels, Sports Coach, Army Reserve etc. A Statement of Service will need to be provided.	5
One year or more active involvement in a related volunteer service eg Honorary Ambulance Officer, St John Ambulance, Rural Fire Service, SES, Surf Life Saving, Coast Guard, Marine or Air Sea Rescue etc. A Statement of Service will need to be provided.	10
One year or more paid full time equivalent employment in an operational capacity in Police, Fire, Defence Forces or Rescue Services. A Statement of Service will need to be provided.	20
One year or more paid full time equivalent employment in an operational capacity in a Health related field eg Paramedic, Patient Transport Officer, Army Medic or Registered/Enrolled Nurse.	30

Example 1:

Craig Brown applied for a Student Paramedic position with the QAS and his education and work history is:
Carpenter for seven years full time

Craig's Education and Work History Points	Points
Certificate III in Carpentry	10
More than five years paid full time equivalent general work history	30
Total	40

Example 2:

Sally Brown applied for a Student Paramedic position with the QAS and her education and work history is:
Registered Nurse for four years full time

Sally's Education and Work History Points	Points
Bachelor of Nursing	30
Three to five years paid full time equivalent general work history	20
Registered Nurse	30
Total	80



student paramedic recruitment process assessments

Paramedics have a diversified role in the emergency service environment. They require specific characteristics and traits, which are essential, ensuring that they can carry out their activities in an efficient manner.

The assessments for Student Paramedic Recruitment determine that an applicant can meet the standards required for the role.

Student Paramedic Recruitment Assessments include the Psychometric Assessment, Aptitude Assessments, the Medical Assessment, the Health Related Fitness Assessment and the Interview.

Applicants are required to undertake the assessments at their own cost. The following are approximates only:

- Psychometric Assessment - \$140.00
- Aptitude Assessments - \$145.00
- Medical Assessment - Determined by the applicant's Medical Officer (GP/Specialist)
- Health Related Fitness Assessment - \$90.00

Please note, applicants who fail to meet QAS standards on the assessments may be deemed ineligible for re-application.

psychometric assessment

As is common in many recruitment processes, QAS uses a Psychometric Assessment in the Student Paramedic Recruitment Process which includes tests to indicate an applicant's skills, abilities and characteristics.

The QAS has engaged a suitably qualified and experienced external provider to conduct the Psychometric Assessment and, where necessary, further review assessment results.

Applicants who do not meet the profile required by the QAS for employment as a Student Paramedic, will have their application ceased.

aptitude assessments

Student Paramedics are required to undertake a continual process of learning. To determine that applicants have the high level of skills and abilities to participate in this learning, Aptitude Assessments are included in the Student Paramedic Recruitment and Selection Process. This high level requirement is also supported in the education and work history standards for application.

The Aptitude Assessments include literacy, numeracy and abstract reasoning components, which will be assessed separately.

Applicants will have only one attempt to successfully complete the Aptitude Assessments.

In the weeks leading up to the assessments, applicants are advised to revise basic English and Maths. Revision of high school books and practising grammar, comprehension and arithmetic, may also help.

Furthermore, there are a number of websites and books available relating to preparing for these types of assessments, which applicants are encouraged to research.

To ensure optimum performance during the assessments, it is important to be well rested before the assessments and avoid the consumption of alcohol.

Applicants are advised to be aware of the assessments timeframes and should also consider that both speed and accuracy are important.

If the assessments are completed with time to spare, applicants are encouraged to revise and double check their answers.

The QAS has engaged a suitably qualified and experienced external provider to conduct the Aptitude Assessments.

english language testing

Applicants from a non-English speaking background may be required to undertake an English Language assessment for which International English Language Testing System (IELTS) is the accepted standard.

IELTS is designed to assess the language ability of candidates from non-English speaking backgrounds who need to study or work where English is the language of communication. IELTS conforms to the highest international standards of language assessment and covers the four language skills of listening, reading, writing and speaking.

The request for IELTS to be undertaken can be determined at Interview and/or during training and induction at the Queensland Combined Emergency Services Academy.

Students will be required to meet the QAS standard in order to continue.

Applicants are required to undertake the IELTS at their own expense.

medical assessment

Applicants are required to undertake a Medical Assessment. In the Medical Assessment, applicants are assessed against the QAS Medical Standards, which reflect the requirements of a Paramedic role.

The Medical Assessment Form is to be completed by the applicants and their Medical Officer in a pre-employment medical examination.

Introduction

- a. The role of a Paramedic requires a certain level of physical fitness. Critical job demands include:

Metropolitan

- Sitting and driving (<30 minutes).
- Frequent and sustained squatting and kneeling to access patients at ground level. Some forward bending over patient (<30+ minutes).
- Sitting and forward bending to provide clinical/monitoring in the back of a moving ambulance. Some balance required.
- Frequent manual handling of patients (generally two officers), including rolling, positioning, lifting and carrying <180kg patients between knee and waist level, and pushing/pulling trolleys. Assistance is called for heavier patients.
- Manual handling of equipment between ground and above shoulder level (<20kg), lifting and carrying bilateral/unilateral eg Medication boxes, oxy-viva.
- Other demands include shiftwork, work stress, fatigue and irregular eating hours associated with the workload (eg <14 hour work shift).

Regional

- Sitting and driving (<7 hours).
 - Frequent and sustained squatting and kneeling to access patients at ground level. Some forward bending over patient (<30 + minutes).
 - Sitting and forward bending to provide clinical/monitoring in the back of a moving ambulance. Some balance required.
 - Frequent manual handling of patients (generally two officers), including rolling, positioning, lifting and carrying <180kg patients between knee and waist level, and pushing/pulling trolleys. Assistance is to be called for heavier patients.
 - Manual handling of equipment between ground and above shoulder level (<20kg), lifting and carrying bilateral/unilateral.
 - Some heavier manual handling tasks in situations, as required. May include use of equipment available to assist in removing patient from injury source.
 - Some sustained sitting or lying down at station when on standby waiting for calls on night shift.
- b. The QAS Medical Standards reflect the inherent requirements of the role of a Paramedic. Applicants are assessed against the Medical Standards to determine their capacity to perform the duties of a Paramedic (i.e. fit for duty).

1. General Reference

Individuals are required to work in shifts, with fluctuations in workload and possible variations in shift duration. QAS measures individuals against the *Assessing Fitness to Drive for Commercial and Private Vehicle Drivers Standards* criteria.

2. Vision

- a. Individuals are required to have good vision to be able to operate a vehicle and perform patient care duties.
- b. If an individual has visual acuity worse than 6/9 in the better eye, or worse than 6/18 in either eye, a specialist report, taking into account the critical job demands should be sought.
- c. Individuals who experience any diplopia (other than physiological diplopia) when fixing objects within 20 degrees of the primary direction of the gaze are ineligible for appointment.
- d. Individuals must not have any indication of night blindness.
- e. If an individual has a visual field defect, a specialist report, taking into account the critical job demands should be sought.
- f. If indicated by an ophthalmologist or optometrist, the individual will be required to undertake an annual review of their vision.

3. Hearing

- a. A loss of more than 40 decibels on the ISO 389 scale (at 500, 1000 and 2000 CPD on a pure tone audiometer) in either ear is considered significant, however may not exclude an individual from appointment. Hearing should be evaluated without the use of artificial aids.
- b. If any doubt exists as to an individual's auditory acuity, a specialist report, taking into account the critical job demands should be sought.

4. Cardiovascular conditions, fainting or blackouts

- a. Individuals are required to undertake significant physically and psychologically demanding duties such as prolonged extractions, walking long distances in difficult terrain, and lifting and carrying patients.
- b. If an individual suffers from any of the following conditions, a specialist report, taking into account the critical job demands should be sought:
 - Angina Pectoris;
 - Suspected Angina Pectoris;
 - Confirmed myocardial infarction;
 - Coronary artery bypass, grafting or coronary angioplasty;
 - Vascular disorders;
 - Uncontrolled hypertension;
 - Valvular heart disease;
 - Arrhythmia;
 - Cardiomyopathy;
 - Congenital heart disorder; or
 - Reoccurring fainting or blackouts.

5. Neurological and neuromuscular conditions (excluding epilepsy)

If an individual suffers from any neurological or neuromuscular disorder, a specialist report, taking into account the *Assessing Fitness to Drive for Commercial and Private Vehicle Drivers Standards* criteria and the critical job demands should be sought.

6. Epilepsy

- a. Individuals with a diagnosis of epilepsy/seizures will be measured against the *Assessing Fitness to Drive for Commercial and Private Vehicle Drivers Standards* criteria.

- b. Individuals with a history of febrile convulsions limited to early childhood may ignore this history.

7. Respiratory diseases

If an individual suffers from any obstructive lung disease such as severe chronic asthma, chronic bronchitis or emphysema, a specialist report, taking into account the critical job demands should be sought.

8. Metabolic diseases

Individuals suffering diabetes mellitus may be considered for employment as Paramedic. Some special conditions would need to be considered with regard to geographical placements and/or shift type eg placed in a larger station with day/night shift operations.

9. Psychiatric illnesses, depression or anxiety

- a. Where there is a risk that an individual may be compromised by a psychiatric condition or psychological instability, a specialist report, taking into account the critical job demands should be sought.
- b. A history of Post Traumatic Stress Disorder (PTSD) may exclude a person from employment as a Paramedic. A written report from a treating Medical Officer may be required.

10. Orthopaedic conditions

- a. If an individual has suffered from a back injury that resulted in more than one week off work or full time study, spinal surgery or suffer from chronic back pain, a specialist report, taking into account the critical job demands should be sought.
- b. If an individual has suffered from multiple dislocations or reconstructive surgery involving the shoulder, hip, knee or ankle, a specialist report, taking into account the critical job demands should be sought.
- c. Individuals are required to have good manual dexterity (for drawing up drugs etc).

11. Medications

There are no issues with an individual's medication as long as there is no increased likelihood of loss of consciousness or impaired judgement, or ability to undertake hard physical work.

Also, someone with a personal or family history of malignant hyperpyrexia cannot be accepted (because of the use of methoxyflurane in ambulances) UNLESS they have had testing that indicates volatile anaesthetic agents are NOT involved in their case.

12. Substance abuse

A definite history of abuse of any substance (alcohol or drug – either prescription or non-prescription) may exclude a person from employment as a Paramedic. Further testing may be requested at the Medical Director's discretion.

13. Immunisation

Paramedics are required to undertake direct patient management and therefore, prior to commencing employment, all student paramedics are required to produce acceptable evidence of seroconversion against Hepatitis B. Acceptable evidence includes:

- a) a complete, age appropriate course of Hepatitis B vaccine and anti-HBs antibodies greater than or equal to 10mIU/ml; OR
- b) documented evidence of Hepatitis B infection.

QAS encourages officers to be immunised against polio, measles, mumps and rubella. Immunisation against TB and Hepatitis A will be offered by QAS to employees in high risk areas.

14. Body Mass Index

Paramedics are required to have a BMI of 33 or less.

$$\text{BMI} = \frac{\text{mass (in kilograms)}}{\text{height (in metres)}^2}$$

If an individual believes that their BMI is the result of ethnicity, an abnormal body build or high muscle mass, then they will be required to submit evidence based on floatation or body plethysmography tanks, or a skin fold test from a health professional.



health related fitness assessment

The Health Related Fitness Assessment assesses various fitness components including musculo-skeletal fitness (strength and flexibility), cardiovascular fitness and manual dexterity.

The Health Related Fitness Assessment is made up of nine components.

Applicants are required to undertake their Medical Assessment before undertaking the Health Related Fitness Assessment.

Component 1 - Manual Dexterity: Purdue Peg Board Test

This component assesses dexterity to aid in the selection and rehabilitation of employees for various types of manual occupations by measuring two types of dexterity:

- a. gross movements of the fingers, hands and arms; and
- b. fine fingertip dexterity necessary in assembly tasks.

The participant uses both hands separately and together to place pins, washers and collars in holes in the pegboard.

Different combinations are tested, for example, inserting pins with right hand, simultaneously inserting pins with right hand, then washer with left hand, then collar with right hand, etc.

The number of pins inserted or assemblies completed in a predetermined time constitutes the participant's score.

Component 2 - Grip Strength: Unilateral Grip Strength Dynamometer Test

This component assesses grip strength. It is performed unilaterally, meaning each hand is assessed individually.

The participant squeezes a hand-held dynamometer as hard as possible (two trials on each hand).

The final score for each hand is the highest value achieved out of the two trials on each hand.

Component 3 – Back Strength: Back Strength Dynamometer Test

This component measures back strength although the same piece of equipment measures chest strength as well.

The participant exerts a maximal contraction of the upper back muscles on the dynamometer. The amount of force is indicated by the dial on the dynamometer during the contraction.

Component 4 – Leg Strength: Leg Strength Dynamometer Test

This component assesses leg strength in a position similar to that adopted towards the end of a lift.

The participant stands on a platform in a predefined position and pulls vertically upwards on a handle attached by a chain to the dynamometer on the platform.

The amount of force is measured via this dynamometer. Although this device can be used to measure back extension strength, maximal contractions are not advised because of the possibility of injury to the small muscles of the back.

Component 5 - Abdominal Strength: 7 Stage Sit Up Test

This component measures abdominal strength. It is performed with the knees bent and feet unsecured, thus emphasising the use of the abdominals.

The participant performs each Variation once until no further Variations can be completed. Please refer to page 10 for details of Variations.

Three attempts may be allowed at any stage but the participant is not permitted to lift their feet, alter their stipulated position or gain any advantage by rebounding off the mat.

The final score will be between 0 and 7, depending on the stage completed.

Component 6 - Abdominal Endurance: 60 Second Sit Up Test

This component measures muscular endurance of the abdominal musculature.

The participant lies on their back with knees bent and feet on the floor. Their feet are secured by a partner or tester. A single situp is completed when the participant returns to the starting position.

The participant performs as many sit ups as possible in 60 seconds.

The number of sit ups performed is the final score.

Component 7 – Cardiovascular Fitness: 3 Minute Step Test

This component measures submaximal aerobic capacity via continuous stepping up and down on a step of specific height (12 inches) at a specific speed (24 steps per minute).

This component uses the recovery heart rate, following a predetermined period (3 minutes) of bench stepping at a set rate, to estimate cardiovascular fitness.

Component 8 – Trunk Flexibility: Sit and Reach Test

This component measures low back and hamstring flexibility.

The participant sits with their legs straight and feet against a flat vertical surface. Without bending their knees, the participant reaches forward as far as possible and holds for a minimum of two seconds.

The distance away from the participant's toes (positive [past] or negative [before]) is measured via a sliding scale.

Component 9 – Trunk Rotational Flexibility Test

This component measures trunk flexibility.

The participant stands side on to a wall marked with a horizontal measurement scale. They then twist their upper body away from the wall whilst bending the knees, keeping the feet stationary.

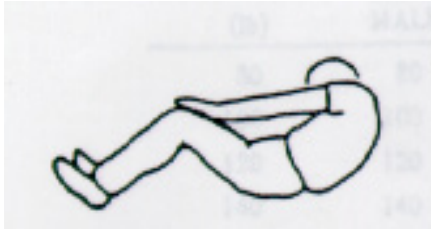
The point where the participant's hand (initially furthest away from the wall) touches the wall is noted and referenced to the distance away from the participant's body centreline. This measure is recorded as trunk rotational flexibility.

Preparation

To prepare for the Health Related Fitness Assessment please refer to the Fitness Conditioning Training Guide on pages 11 and 12.

health related fitness assessment component 5 variations

variation 1



Start: Arms straight, hands resting on top of thighs.

Finish: Arms straight, finger tips touching patella.

Result: Very Poor

variation 2



Start: Arms straight, hands resting on top of thighs.

Finish: Arms straight, elbows touching patella.

Result: Poor

variation 3

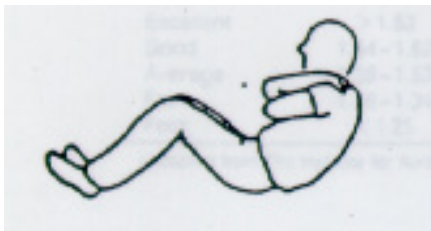


Start: Arms across the abdomen, hands gripping the opposite elbows.

Finish: Forearms touching the thighs.

Result: Fair

variation 4

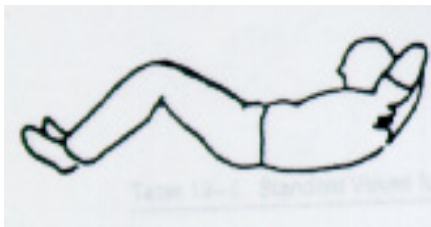


Start: Arms across the chest, hands gripping the opposite shoulders.

Finish: Forearms touching the thighs.

Result: Good

variation 5

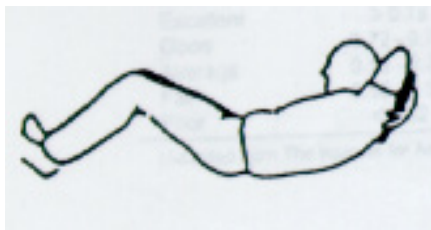


Start: Arms flexed behind the head, hands gripping the opposite shoulders.

Finish: Chest touching the thighs.

Result: Very Good

variation 6

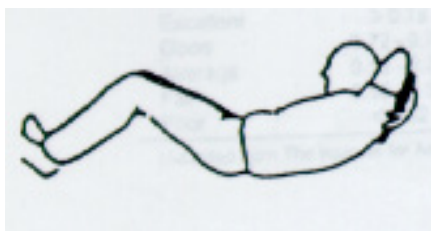


Start: Arms flexed behind the head, hands gripping the opposite sides of a 2.5kg weight.

Finish: Chest touching the thighs.

Result: Excellent

variation 7



Start: Arms flexed behind the head, hands gripping the opposite sides of a 5kg weight.

Finish: Chest touching the thighs.

Result: Outstanding

fitness conditioning training guide

Introduction

To successfully complete the physical assessment components of the QAS selection process, an applicant needs to have a reasonable level of cardiovascular fitness, muscular strength and endurance, and flexibility. It is strongly recommended that if an applicant is not already routinely engaged in physical activity, that they prepare for the selection process.

This training guide is provided to applicants as a suggested physical conditioning program to help prepare them for the Health Related Fitness Assessment.

Please note: The training guide is a suggested conditioning program only, and it may not suit each individual. It is recommended that the applicant consult their treating Medical Officer (General Practitioner) prior to undertaking this regime, especially if the applicant has a history of a health condition that could be affected by physical exertion.

fitness conditioning training levels

Choose a 'Level' that most appropriately matches your current capacity for physical activity. Complete the suggested physical activities in the chosen level and aim to upgrade to a higher level weekly or fortnightly, as appropriate.

	Cardiovascular Fitness	Strength Fitness	Flexibility
Level 1	Run or Walk 30 minutes (target 60-70% predicted max. HR), 2-3 times per week	Strength Routine 2 sets of 15 reps per exercise, 2-3 times per week	Stretch Routine 2-3 times per week
Level 2	Run or Walk 45 minutes (target 60-70% predicted max. HR), 2-3 times per week	Strength Routine 3 sets of 15 reps per exercise, 2-3 times per week	Stretch Routine 2-3 times per week
Level 3	Run 45 minutes (target 70-80% predicted max. HR), 2-3 times per week	Strength Routine 3 sets of 10 reps per exercise, increased resistance, 2-3 times per week	Stretch Routine 2-3 times per week
Level 4	Interval Running 45 minutes + Stair Climbing 5 minutes (target 70-80% predicted max. HR), 2-3 times per week	Strength Routine 3 sets of 10 reps per exercise with increased resistance, 2-3 times per week	Stretch Routine 2-3 times per week
Level 5	Interval Running 45 minutes + Stair Climbing 10 minutes target (70-80% predicted max. HR), 2-3 times per week	Strength Routine 3 sets of 10 reps per exercise with increased resistance, 2-3 times per week	Stretch Routine 2-3 times per week
Level 6	Interval Running 45 minutes + Stair Climbing 10 minutes (target 80% predicted max. HR), 2-3 times per week	Strength Routine 3 sets of 10 reps per exercise with increased resistance, 2-3 times per week	Stretch Routine 2-3 times per week

HR = Heart Rate

terminology

Predicted Maximum Heart Rate can be used as a guide to measure the level of cardiovascular exertion. Typically $220 - \text{Age} = \text{Predicted Max Heart Rate}$. A percentage of the Predicted Max Heart Rate is used to guide intensity.

Interval Training is a style of cardiovascular training that combines two or more intensities of aerobic exercise. One style and therefore intensity of exercise immediately follows the other without a rest period between. By using this technique, a trainer can recover from a higher intensity exercise whilst maintaining their heart rate at an elevated level.

strength routine

Forearm Strength

Technique Grip a tennis ball in the palm of your hand and apply pressure evenly with all fingers as you squeeze. Hold the squeeze momentarily before releasing.

Stage 1 Squeeze a tennis ball with mild exertion, alternating hands.

Stage 2 Squeeze a tennis ball with moderate exertion, alternating hands.

Stage 3 Squeeze a tennis ball with maximal exertion, alternating hands.

Upper Body Strength

Technique Position your hands and feet about shoulder width apart. Slowly lower yourself towards the wall or floor. Hold momentarily before returning to the start position.

Stage 1 Push-ups against the wall or a table.

Stage 2 Push-ups on the floor, off your knees.

Stage 3 Push-ups on the floor, off your toes.

Leg Strength (Squats)

Technique Position your feet about shoulder width apart with your toes slightly pointed outwards. Keep your head up and back straight as you bend your knees and lower your bottom towards the ground. Hold your hands out in front to assist with balance.

Stage 1 Squat down until your knees are partially bent.

Stage 2 Squat down until your thighs are horizontal.

Stage 3 Squat down until your thighs are horizontal whilst holding a weight in each hand.

Leg Strength (Lunges)

Technique Step forward with one leg and lower the rear knee towards the ground. Rise and step back together. Alternate legs.

Stage 1 Lunge down until your knees are partially bent.

Stage 2 Lunge down until your front thigh is horizontal.

Stage 3 Lunge down until your front thigh is horizontal whilst holding a weight in each hand.

Abdominal Endurance

Technique Lie down on your back with your knees bent at 90 degrees and feet shoulder width apart and flat on the floor. Position your hands to support your head. Slowly lift your shoulders up and towards your hips then lower to the start position.

Stage 1 Lift your upper trunk partially off the ground.

Stage 2 Lift your upper trunk off the ground.

Stage 3 Lift your upper trunk off the ground whilst holding a weight in each hand.

stretch routine

Hamstring and Lower Back

Technique Sit on the ground or edge of a bench. Extend one leg straight out in front with the other leg bent and lying flat on the floor. Gently reach with both hands along

the outstretched leg. Keep your back up straight (pivot at the hips). Hold the end point for 15-20 seconds before returning to the start position. Alternate legs and repeat 2-3 times per leg.

Rotational Flexibility

Technique Sit on the ground. Extend one leg straight out in front with the other leg bent and in an upright position. Gently twist your trunk around towards the bent knee, reaching around behind you with the leading arm. Gently apply pressure to the outside of the bent knee with the trailing arm. Keep your back up straight and hold the end point for 15-20 seconds before returning to the start position. Alternate legs and repeat 2-3 times per leg.

Additional Stretches

Stretches for all of the major muscle groups of the body should be performed as part of a well balanced routine.

interview

The interview is an important assessment tool in the QAS Student Paramedic Recruitment and Selection Process.

The interview will consist of a series of questions and will take approximately 45 minutes.

Responses to the questions will be assessed against the Key Accountabilities and Selection Criteria in the Student Paramedic Role Description.

To prepare for the interview, applicants should revise the Student Paramedic Role Description and be prepared to answer questions relating to the role of a Student Paramedic and the selection criteria.

The Role Description is on pages 4 and 5 in the Being a Student Paramedic booklet.

criminal history check

Before applicants can be offered a position, they are required to undergo a criminal history check. Having a criminal history may not necessarily result in disqualification from selection, and will depend on the nature of the offence.

Criminal history clearances are required from any country that the applicant has resided in for the previous 10 years.

A criminal history check from within Australia will be conducted as part of the recruitment process.

Applicants who have resided in countries outside Australia, are required to provide a Criminal History Report from the appropriate authority.

Please refer to Form 47P at www.immi.gov.au for details on the relevant authority for each country.

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