



NSW Ambulance Graduate Paramedic Intern Recruitment Guide

NSWA Recruitment

March 2023



NSW Ambulance

excellence in care

NSW Ambulance

2023 Graduate Paramedic Intern Recruitment
Guide

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Graduate Paramedic Intern 2023

Are you...?

- ✓ A recent or soon to be graduate of a paramedic qualification approved by the Paramedicine Board of Australia?
- ✓ Seeking a challenging yet rewarding role with one of the largest Ambulance services in the world?
- ✓ Considering permanent, part time and/or casual employment into this amazing career path?
- ✓ Looking for an Ambulance service that offers meaningful career opportunities for professional development and growth?

Then NSW Ambulance is the service for you!

NSW Ambulance is a mobile health service provider with a long and proud service history to the community of NSW. We specialise in the provision of emergency

and non-emergency, pre-hospital health care, retrieval and specialist transport services, major event planning and response, as well as community education. Our service is over 6,000 strong and operates from around 300 locations across our beautiful and diverse state.

The Role

Paramedics are first contact clinical care providers, who respond to emergency and non-emergency calls, making significant clinical decisions which may include transporting patients to hospital, as well as utilising alternative referral pathways to ensure the right treatment is afforded to patients in varied and often complex environments. Paramedics work collaboratively with other NSW Ambulance clinical care providers, specialists, other health care providers and emergency services to provide quality, patient centered care to the public of NSW.



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Salary and Benefits

The base salary for a full time Graduate Paramedic is up to \$69,877 p.a. (we pay 10.5% employers' contribution to superannuation and annual leave loading on top). In addition, you will also receive:

- ✓ Shift penalty allowances
- ✓ 6 weeks annual leave paid at 8 weeks
- ✓ Continuous full-time service (CFTS) 6-week induction training (full pay)
- ✓ Operational and service uniform with uniform allowances
- ✓ Generous fringe benefits and salary packaging benefits
- ✓ Ongoing learning and development opportunities and career enhancement
- ✓ Extensive career experiences across rich and diverse regional and/or metropolitan NSW location/s
- ✓ Ability to transfer to other locations (conditions apply)

To be successful in this role, you must:

- ✓ Be a recent graduate or in your final year of a Paramedic undergraduate qualification or post graduate qualification approved by the Paramedicine Board of Australia
- ✓ Maintain an Unrestricted NSW Driver Licence (or interstate equivalent) and have a good driving history, with the

ability to gain a Light Rigid Driver Licence prior to commencing employment with NSW Ambulance if you do not already hold an LR Licence.

- ✓ Successfully attain and maintain a paid NSW Working with Children Check prior to commencing employment with NSW Ambulance.
- ✓ Consent to a National Police Check (NPC)
- ✓ Hold an Australian / New Zealand citizenship or permanent residency in Australia
- ✓ Hold and maintain unrestricted paramedic registration through AHPRA (required prior to commencing employment with NSW Ambulance)
- ✓ Available to work within a 24-hour rotating roster inclusive of rotating shift work, weekends, and public holidays.
- ✓ Be willing to work anywhere in NSW including regional locations.
- ✓ Applicants may be required to participate in pre-employment screening to meet the requirements of the NSW Health Drug and Alcohol policy.
- ✓ Comply with vaccination requirements including 3rd dose of COVID 19 (if eligible) prior to employment.
- ✓ Physically and medically fit and able to meet requirements of the Paramedic Health Standard set for this role by completing a medical assessment

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How to apply:

Please carefully review the “How to Apply and Setup a Profile” information sheet.

- ✓ Submit a current and relevant resume (maximum 2 pages)
- ✓ Provide a copy of your driving history from each country, state, or territory in which you have held a driver’s licence. Driving history must be current (obtained within the last 3 months)
- ✓ Provide a copy of COVID 19 vaccinations which includes three (3) doses
- ✓ Provide a copy of your most up to date Academic Transcript (certified copy by a JP) which clearly shows your GPA

You are not required to address the selection criteria but please answer the 2 targeted questions for this role.

Question 1: What strengths do you bring to the paramedic role?

Question 2: How do you intend on promoting a positive workplace culture in NSW Ambulance?



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Introduction

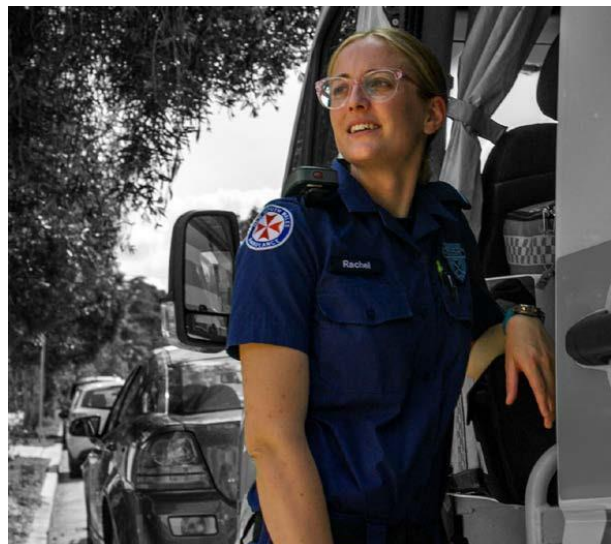
Thank you for your interest in a career with NSW Ambulance. This booklet provides an overview of our Graduate Paramedic recruitment, selection and training processes so you have an understanding of the stages we follow once you have submitted your application.

How to Submit an Application

Applications for a graduate paramedic role are submitted online via the NSW Health platform jobs.health.nsw.gov.au. When you log onto the Recruitment Portal, you will be asked to create your applicant profile. Please ensure that your personal details, including date of birth, address, mobile phone number are all accurate and/ or current. Please also ensure that your email address accepts emails from jobs.health, taleo, JobsNSW and NSW Ambulance. We would recommend not using your student email as these are often deactivated prior to being placed into a class. Once you have created your profile, you will be asked a series of eligibility questions to ensure your suitability to progress your application for this role. These questions include, but are not limited to:

- 1 Are you an Australian or New Zealand Citizen, or an Australian Permanent Resident or on a bridging visa to Permanent Residency?
- 2 Are you willing to be posted to any location in New South Wales at the direction of NSW Ambulance?
- 3 Do you have OR are you willing to obtain a NSW Working with Children Check (WWCC) for paid employment?

- 4 Do you have a good driving history with at least 6 current demerit points remaining on your licence and have had no cancellation of licence in the last two (2) years?
- 5 Do you possess an unrestricted NSW driver licence, NSW Green Provisional Driver (P2) Driver Licence (year 2), or an interstate/international equivalent?
- 6 Do you agree to obtain your Unrestricted Light Rigid manual Driver Licence before appointment?
- 7 Are you enrolled in your final year of a Paramedicine Board of Australia accredited Paramedical degree, or do you currently hold AHPRA Paramedic Registration?
- 8 Are you prepared to come to work clean shaven to ensure the safety of you, other paramedics and patients?
- 9 Are you currently or are you willing to be fully vaccinated (3 doses) against COVID-19 prior to appointment?
- 10 Are you physically and medically fit to meet the NSW Ambulance Paramedic Health Standard





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Once you have worked your way through the eligibility questions, you will be asked to provide additional details including :

- The names and contact details for two referees. Your referees must include a supervisor or manager who has had close and recent supervision of your work over the past 12 months and who can talk with authority about your skills, qualifications and experience in relation to the capabilities required for the paramedic role, as well as your most recent clinical preceptor. All referees cannot be related to you by birth, marriage or de facto relationship. You can provide referee details in relation to paid or volunteer work.
- Confirmation of Aboriginal identity, if you are applying for the targeted Aboriginal pathway.

This can be done in the following ways:

- Letter from a Local Aboriginal Land Council or other recognised Aboriginal organisation, or
- Two written Aboriginal Community references, or
- Evidence you have held or are currently working in an Aboriginal identified or targeted role within another government agency, or
- A statement (250 words maximum) about your Aboriginal heritage, including community ties, and how you are accepted as an Aboriginal person by the Aboriginal community, or
- A statutory declaration - for guidance, refer to NSW Health's 'Stepping Up' web page which also has information on citing and corroborating Aboriginality (JP certification required).

Shortlisting Stage:

The graduate pathway is very competitive, and we are unable to invite all applicants to our interview and assessment stage.

Applications that do not meet the required driving history guidelines or will be unable to obtain AHPRA registration by offer of employment date will not be able to be progressed.

All applications will be assessed equally and without bias. Applicants will be assessed on driving history, GPA combined with responses to targeted questions.).

NSW Ambulance does not accept on-line driving histories. You need to obtain an original from your relevant motor authority and have it cited by a JP before you upload to your application.

Shortlisted applicants will then be invited to participate in online abilities testing.

Online Abilities Testing:

NSW Ambulance use Hoban Recruitment to administer psychometric tests that provide detailed information about your innate aptitude to think and problem solve, plan and prioritise and respond to situations in a customer focused manner.

Competitive applicants will then be invited to participate in our Interview Stage.



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Interview Stage

Further assessments aim to evaluate the foundational skills, knowledge and attributes that are required of a modern paramedic. Assessments will comprise of an Interview (using a video interview platform). In the interview you will be asked both situational and behavioural based questions.

Situational questions involve a scenario which will be outlined to you. These questions aim to elicit foundational skills such as problem solving, critical thinking or conflict resolution.

Behavioural questions generally ask you to tell us about time you have displayed a certain behaviour, skill or attribute. It is advisable to have thought about a large range of situations where core paramedic behavioural traits, such as empathy, were demonstrated prior to attending interview.

Behavioural questions are best responded to with a prepared structure, this makes it easier to demonstrate the behaviour. NSW Ambulance suggests the use of the CAR method, which stands for Challenge, Action, Result. There is plenty of information about this technique freely accessible online.

Please have available to show the interviewers:

- Proof of Australian/New Zealand citizenship or permanent residency (i.e. passport, birth certificate)
- Australian Driver Licence (you must currently hold an unrestricted driver's licence or be eligible for one within 12 months).
- Student ID card

- Medicare Card
- Bank Card

If you fail to provide any of the documentation required, you will likely be unable to progress through to your interview and your application may be withdrawn. If you are unsure of the requirements, contact NSW Ambulance Recruitment Team at AMBULANCE-Recruitment@health.nsw.gov.au.



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Competitive Candidates

Competitive candidates after the interview stage will have their references checked. Provided references are satisfactory, applicants will be progressed and ranked in order of merit on an eligibility list.

Candidate rankings will be based on performance in the online testing and interview stages. The eligibility list remains valid for up to 18 months, but it is likely that if successful, you will be employed in the first 6 months of 2024.

As we prepare to fill an induction class, targeted candidates will be contacted (via email and/or SMS) to seek their agreement to commence and participate in pre-employment checks and a health assessment. Upon successful completion of these requirements and confirmation of an induction class size, a candidate will be offered employment.

Standard

- Licence check
- Transcript check
- Paramedic Registration

Pre-employment Checks/ Clearances

Pre-employment clearances require satisfactory results for each of the following:

- Residency status check
- Conduct and service check (if applicable)
- NSW Health Service Check Register
- National Police Check
- NSW Paid Working with Children Check
- Driving history check
- Vaccination Clearance (including 3rd COVID 19 dose)
- Health assessment check to ensure compliance with the NSW Ambulance Paramedic Health



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Please note applicants may be progressed through these checks in any commencing order

Residency Status Check

You must be an Australian or New Zealand Citizen or hold permanent residency to be eligible for this position. If you are in the process of gaining permanent residency, you will need to provide NSW Ambulance with confirmation from the Australian Immigration and Border Protection Authority that you are eligible to work on a permanent full-time basis.

NSW Ambulance does not sponsor international applicants.

Conduct and Service Check

If you are a current or previous employee of NSW Ambulance or NSW Health, an internal conduct and service check will be required, and a HR Officer will be in contact with you to commence the process. Conduct and service checks will look at your attendance, performance and fitness for duty.

Conduct and service checks will also be conducted for applicants who have previously served with the armed forces, emergency services or interstate ambulance services.

NSW Health Service Check Register

All candidates are checked against the NSW Health Service Check Register. If your details are on the register you will be contacted by a member of Recruitment Unit.

National Police Check

Prior to attending a Field Day, all candidates must submit a completed National Police Check (NPC) consent form and provide original identification for certification. Acceptable identification must include at least one proof of citizenship or permanent residency (i.e. birth certificate or passport), driver licence or other photographic identification that contains your signature and date of birth, as well as your student ID, Medicare card and Bank card.

The results of the NPC will advise NSW Ambulance of any registerable offences, sexual offences, violent offences, spent convictions, general criminality (drugs, theft, fraud) apprehended violence orders and some driving offences. If an NPC flags that you have a registered offence, you will be given an opportunity to discuss the findings as part of a structured risk assessment before a decision regarding your application for graduate paramedic is made.



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Paid Working With Children Check

NSW Ambulance has a legislative requirement to conduct background checks where a role involves contact with children. The role of a paramedic is considered child-related employment.

You must have a current Paid NSW Working with Children Check prior to commencing employment with NSW Ambulance and maintain this while in the role of a graduate paramedic. A Paid NSW Working with Children's Check must also be maintained when you reach the qualification of paramedic as well as any other role within NSW Ambulance that requires you to work with children. The current cost for a Paid NSW Working with Children Check is approx. \$80 and is paid to Services NSW. To find out more or commence your application go to kidsguardian.nsw.gov.au/working-with-children/workingwith-childrencheck

Driving History Check

Being able to drive in a safe and responsible manner is an inherent requirement of the role.

Applicants will be required to provide traffic history reports from each state, territory or country, they have resided in over the entirety of their driving history prior to field day. NSW Ambulance driving standards require that you:

- Have lost no more than 6 demerit points in the last three years.
- Have no more than 3 of the same offence over the last five years.
- No more than 6 offences of any kind over the last ten years.
- No more than 1 DUI over the entire driving history.
- No more than 1 cancellation of the driver licence in entire driving history (fine default is acceptable).

Paramedic Registration

NSW Ambulance Paramedics are required to obtain and maintain AHPRA Paramedic Registration. Please note that applicants cannot be employed without a current registration number. Paramedic Registration can take 6-12 weeks to be processed and provisioned, and for this reason we would recommend that you obtain registration as soon as you are able to avoid delays in progressing your application.

Infectious Diseases Vaccinations

Paramedics are required to undertake direct patient management. Therefore, prior to commencing employment, all Graduates are required to produce





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acceptable evidence of immunity to various communicable diseases including:

- Diphtheria
- Measles
- Hepatitis B
- Pertussis
- Mumps
- Varicella
- Tetanus
- Rubella
- Tuberculosis
- COVID – 19 (full 3 doses vaccination required)

Vaccination Records will be obtained and verified against your immunisation record.

Health Assessment

This health assessment is composed of three parts - a blood test, medical assessment and a physical fitness assessment to determine if applicants meet the requirements of the NSW Ambulance Paramedic Health Standard. The medical and physical fitness assessment is undertaken by an independent health assessment provider and costs approximately \$670 including GST. The blood test may be undertaken at any pathology of your choice and is at your own expense.

Health Assessments are necessary to ensure you can meet the critical job demands of the graduate paramedic role and your future qualified paramedic role.

Inherent requirements of the Role

The role of a Graduate Paramedic requires a certain level of physical fitness. Some of the inherent requirements of the role include:

General

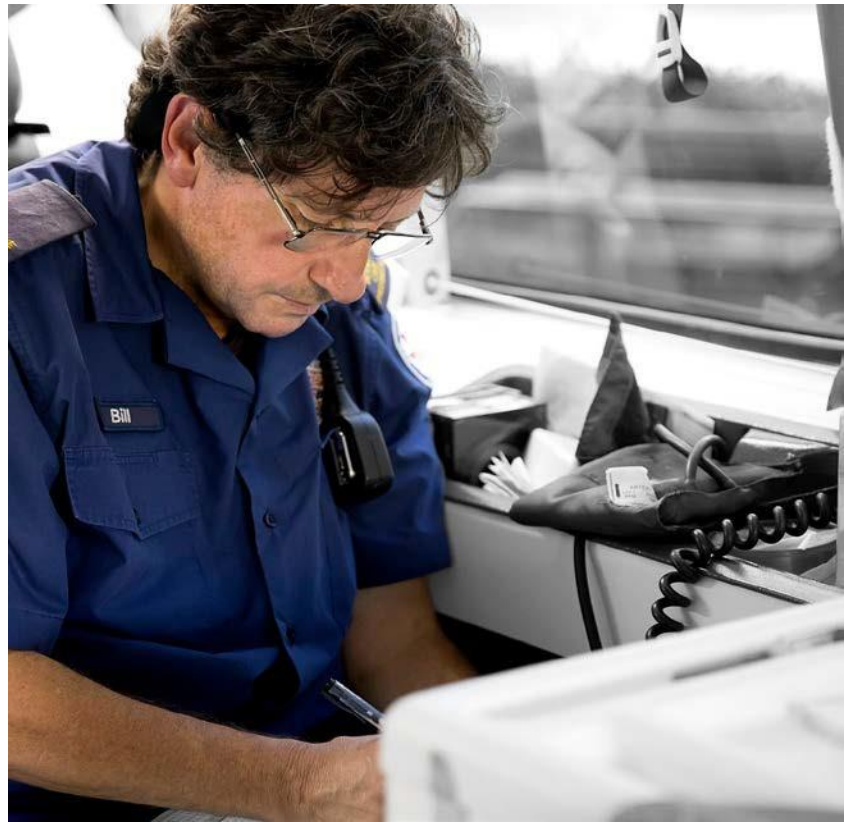
- Individuals are required to work in shifts, with fluctuations in workload and variations in shift duration
- Overall, an inherent requirement of NSW Ambulance is to transport patients via various vehicles. NSW Ambulance vehicles undertake emergency lights and sirens driving, including when a patient under active treatment is on board.
- Work stress, fatigue and irregular eating hours associated with workload



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Musculoskeletal

- Sitting and driving for long periods
- Carry equipment weighing between 12 and 24kgs, sometimes long periods and up stairs
- Carrying patients, loads up to 60kg, with various equipment, sometimes over rough terrain and frequently up and down stairs
- Perform CPR
- Sustained squatting and kneeling to access patients
- Using equipment and tools with a strong and controlled grip





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Vision

- Individuals are required to have good vision to be able to operate a vehicle and perform patient care duties.
- Individuals require good visual fields
- Individuals require near vision to read text such as doctors letters, medication vials and equipment readouts
- If indicated by an ophthalmologist or optometrist, the individual will be required to undertake an annual review of their vision.

Hearing

- Paramedics need to be able to hear speech in noise and verbal and radio/ telephone messages in both quiet and noisy environments
- Individuals should be able to hear speech within background noise of up to 85dB
- 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
- If any doubt exists as to an individual's auditory acuity, a specialist report taking into account the critical job demands should be sought.

Psychological

Individuals are required to have strong psychological coping mechanisms as there is a high probability they will be exposed to traumatising situations. Inherent in the role of Paramedic is an ability to deal with the following situations:

- Consoling / counselling
- Exposure to death (including children)
- Exposure to grief
- Exposure to violence (including children)
- Exposure to fatigue (end of shift)
- Exposure to verbal or physical aggression or abuse

The role of a Paramedic requires an individual to possess the ability to apply:

- Memory of clinical and operational protocols
- Cognitive flexibility
- Attention to detail
- Clinical judgement
- Complex clinical problem solving
- Conflict resolution
- Critical thinking
- Negotiating with others

Additional Demands for Regional Based Paramedics include:

- Sitting and driving (<7 hours).
- 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.

Pre-existing medical conditions

Individuals with pre-existing medical conditions are assessed on a case by case basis by an occupational physician who is guided by the NSW Ambulance Paramedic Health Standard. Decisions regarding an individual's capacity to undertake the role and the impact any pre-existing medical condition may have on their ability to do so is made in consultation with the assessing doctor, NSW Ambulance and any treating specialist. You may be required to provide additional information, undergo specific or further testing or may be required to undertake functional or practical assessments. If you would like more information about a specific medical condition, please contact Operational Recruitment at AMBULANCE-Recruitment@health.nsw.gov.au.



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Medical Assessment

The medical assessment criteria is based on the inherent requirements/ critical job demands of the role. The medical assessment will involve a comprehensive clinical evaluation. Areas tested include:

- vision
- hearing
- urine analysis
- range of motion
- lung capacity
- blood pressure
- pulse
- height and weight.

Physical Fitness Assessment

The physical fitness assessment measures your ability to meet the physical demands of the paramedic role including:

- flexibility
- strength
- power
- endurance
- aerobic capacity.

You will be asked to perform a number of tasks to assess your fitness. These tasks may include:

- 1 Hover test – you need to be able to support your body weight between toes and elbow, with back and legs held straight for at least 60 seconds.
- 2 Carry load test – you will need to demonstrate you can safely lift and carry two weighted bags (total weighted maximum of 36 kg) and ascend and descend one storey of stairs twice in less than 90 seconds.
- 3 Shoulder lift test – reach and lift a 12 kg weighted bag near shoulder height and carry with the same arm. The

medical practitioner will then make a recommendation to NSW Ambulance on whether you have the appropriate level of medical and physical fitness for the role of graduate paramedic.

Candidates with pre-existing medical conditions are encouraged to bring medical reports, x-rays or other medical information to assist the doctors in assessing their case and to avoid long delays in progressing your application. Should the medical assessment reveal the necessity for further diagnostic tests, these are conducted through the candidate's own GP or specialist in order to allow the candidate to be involved in the diagnostic process.

Please note, in these situations the assessing medical practitioners do not make the decision whether or not to employ candidates; they conduct the examination and gather the information. They then submit this information to the occupational physicians (who also work for the same health assessment provider) who review the information and then make a recommendation regarding your fitness to be employed as a Graduate paramedic. Please be aware that recommendations are reviewed by the NSW Ambulance Medical Review Committee prior to applications progressing to employment, which can lead to delays in notification of your medical outcome.

Manual Unrestricted Light Rigid Licence

You are required to obtain a manual unrestricted Light Rigid Licence prior to commencement. This means that you must be on a full NSW Licence or interstate equivalent at the time of appointment. You cannot work as a



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paramedic if you hold a provisional licence (P) plates or if you are without a licence.

Transcript

Appointment to the graduate paramedic role cannot be confirmed until successful completion of the degree and a certified official final transcript has been provided to NSW Ambulance recruitment. Only final transcripts on official university letterhead will be accepted. You must supply a full copy of your academic transcript including final GPA/WAM. Transcripts without a GPA/WAM cannot be accepted. Contact your university to ensure this detail is included in your transcript.

Conditions of Employment

Your salary, guaranteed super contribution, crib, travel and shift allowances as well as all other all related conditions and entitlements of the role are covered in the Paramedic and Control Centre Officers (State) Award. This Award can be accessed on the NSW Health website at www.health.nsw.gov.au/careers under remuneration and conditions.

Salary Packaging

NSW Ambulance employees can choose to salary package part of their pre-tax income to pay for personal expenses such as Mortgage, Rent, Credits cards, Meal Entertainment and Relocation Expenses as well as other items such as Novated car leasing and salary sacrifice to superannuation. Salary packaging arrangements can commence once you have started employment with NSW Ambulance and is available to temporary or permanent employees of NSW Ambulance.

Rosters & Leave

We provide a 24-hour emergency service. Paramedics work rostered shifts that include weekends and public holidays. The roster system is usually four days on with four or five days off on a nine-week rotating roster. Roster lengths can be 12 hours and 15 minutes in duration. Annual leave accrues per fortnight, and you will accrue six weeks' annual leave following a year's service. You will have to clear three (3) weeks of this annual leave entitlement at a time agreed with your manager.

Thereafter, you are encouraged to access your annual leave balance regularly to stay under a 30-day Annual Leave accrual cap. Two months long service leave is accumulated after 10 years of service. Long service leave accrues at 15 calendar days per annum following 10 years of continuous service.





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Recognition of Prior Service

NSW Ambulance will recognise prior service if that service meets the continuous service conditions outlined in the Government Sector Employment Regulations 2014 schedule 2 which may be found at the following website http://www5.austlii.edu.au/au/legis/nsw/consol_reg/gser2014437/sch2.html. Having prior service recognised means you have access to previously accrued sick, annual and long service leave, if applicable.

Uniforms

NSW Ambulance provides employees with uniforms free of charge. The design of the uniform is safe, functional and comfortable and meets the varying needs of service delivery as well as work health and safety requirements.

Training

All new paramedics are required to attend induction training at a Metropolitan Sydney location. The Graduate Induction program aims to assist graduate paramedics to gain the necessary organisational knowledge and familiarity with on- road processes, required to achieve a qualified paramedic scope with NSW Ambulance. The initial induction runs for six (6) weeks, this is followed by on road under the guidance of qualified paramedic mentor/s. Upon successful completion of this program, you are a fully qualified paramedic and are paid accordingly.

Permanent Posting

If you are offered a permanent role you will receive a training posting then a permanent posting at a later time. At the time of your permanent posting, you will be asked to nominate your preferred sectors, however, you could be posted to anywhere within NSW, based on operational requirements.

Career Paths

NSW Ambulance takes an active interest in your learning and development and progression is achievable. Higher level operational career paths include Extended Care Paramedic, Intensive Care Paramedic, Special Operations, and Rescue. If successful, you could find yourself performing aeromedical retrieval, snow operations, rapid response and special operations counter disaster duties. The opportunities to rise to a Zone or Duty Operations Manager are available. Our Chief Executive has risen from the paramedic ranks; proving that if you want this role, and are successful, the top spot may be yours one day!

For Help, Contact us

Our recruitment team are happy to assist you in making this an easy process. Our recruitment team will keep you informed of all information regarding your application as it becomes available. If you have any other enquiries, please email AMBULANCE-Recruitment@health.nsw.gov.au

To find out more about NSW Ambulance visit our website at www.ambulance.nsw.gov.au



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When can I apply?

Applications for the role of Graduate Paramedic will be accepted from **6 March 2023** and will remain open for **3 weeks**, closing **26 March 2023** on jobs.health.nsw.gov.au

What if I am unsuccessful in the recruitment process?

Unsuccessful applicants are notified via email and provided with a general feedback from Hoban to assist you in preparing for future campaigns. Due to the volume of applications that we receive for this role, we are unable to provide individualized feedback.

Graduate Paramedic roles are advertised annually. All applicants are able to reapply for the role when it is advertised again.

Any candidate found to be deliberately supplying false or misleading information in an attempt to gain employment with NSW Ambulance will be disqualified from further consideration for employment.

Can I work as a CSA in the Virtual Clinical Care Centre whilst awaiting employment as a paramedic intern?

We may contact you if you are on our eligibility list to see if you are interested in another temporary exciting role support NSW Ambulance staff. This will not negatively impact your prospects for employment as a paramedic intern.

Is it possible to be on an eligibility list and not get a job?

Induction classes that run throughout the

year are based on operational demand. At the moment, our operational demand is at a record high having received a 1.76 billion dollar investment for the recruitment of more 1,800 paramedics over 4 years. So, while we cannot guarantee all applicants on our eligibility list will be offered employment – we can advise that we would have recruited over 800 applicants to the paramedic role in 2022/2023 and look forward to recruiting a large number again in 2023/2024. The majority of our elist candidates are targeted for induction classes from January to June

When will graduate induction classes run?

Induction courses are scheduled throughout the year. Applicants on the Eligibility List are targeted for courses approximately 12 weeks prior to a course commencing. If your application is targeted for a course, you will be contacted by the Recruitment Team.

What if you don't have your vaccination records?

Under NSW Health Policy, all paramedics must comply with occupational assessment, screening and vaccination against specified infectious diseases.

A copy of the policy can be found at this web address

http://www1.health.nsw.gov.au/pds/ActivePDSDocuments/PD2022_030.pdf

Can I obtain a copy of the Paramedic Health Standard to ensure that I meet the medical and physical fitness requirements of the paramedic role?

If you have a health or fitness related inquiry, please email AMBULANCE-Recruitment@health.nsw.gov.au with request for Paramedic Health Standard information in the subject

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line. We will be able to send you relevant sections of the standard for your/ your doctor's review.

How long does it take for the pre-employment clearance to be completed?

We normally allow up to 12 weeks for all checks to be completed. The Paid NSW Working with Children Check, National Police Check, and Paramedic Registration are performed by other government agencies in accordance with due process and legislative requirements and cannot be expedited.

Do I get paid during my induction at NSW Ambulance?

Yes, you do receive your base salary while you attend induction training.

Do I get free accommodation whilst in training?

In some circumstances, accommodation may be provided. Further information will be made available if you are being targeted for an Induction Class.

Do I get a choice regarding where I will be located for training?

You will be initially appointed to a training location. You will be asked to rank the training locations provided to you in order of personal preference. NSW Ambulance will consider your preferences, but you could be posted to any location within the state where there is an operational requirement.



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Table A:
Costs associated with your application for Graduate Paramedic*

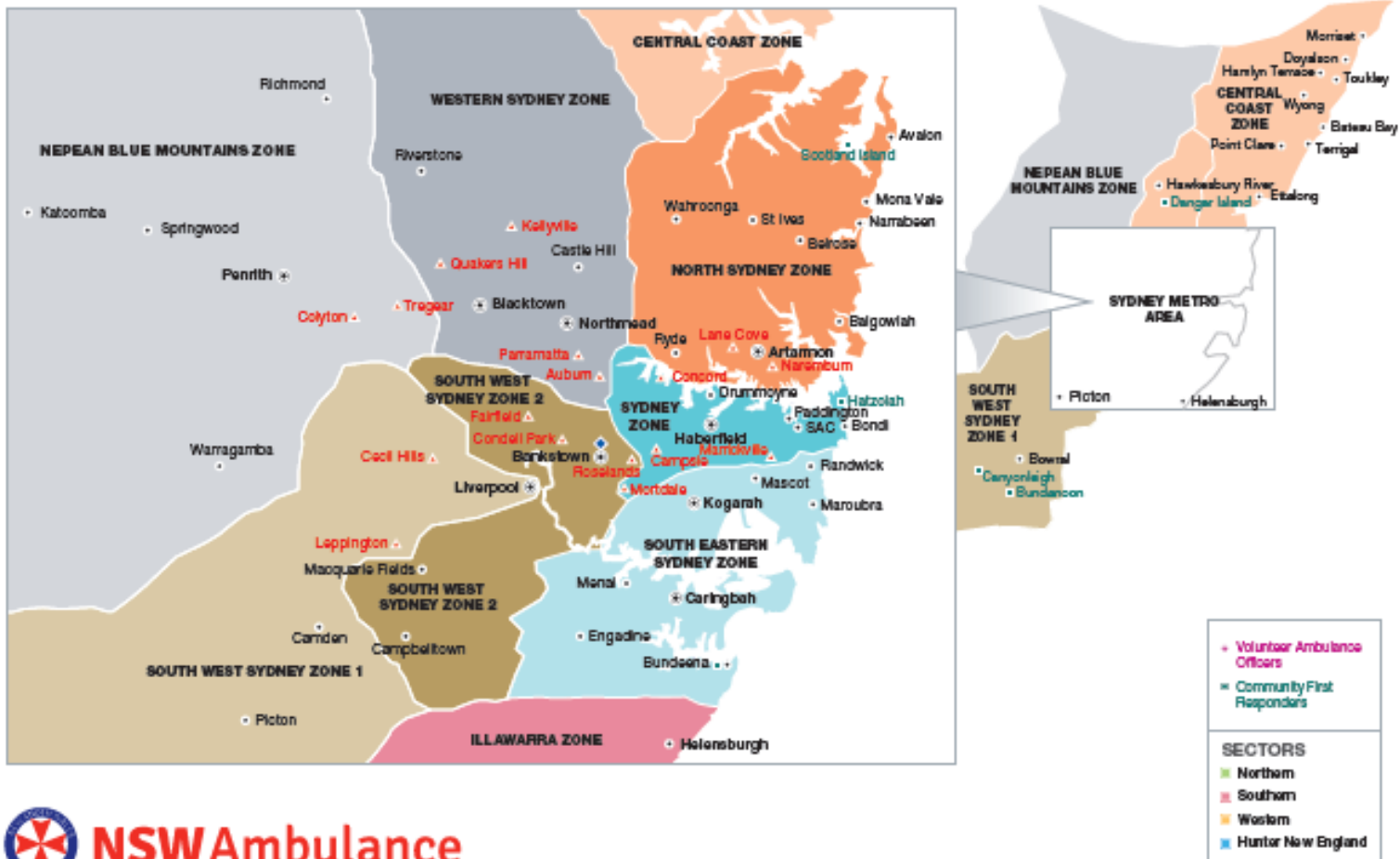
Table with 3 columns: Selection process type, cost item, and cost. Rows include Pre-employment clearance (Working with children check, Vaccinations, Blood Test, Health Assessment, AHPRA Paramedic Registration) and Offer of employment (Driving record, Manual Unrestricted Light Rigid Licence).

*Costs are current as at February 2023



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Metro & Regional Station Maps





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Regional Station Map – February 2023

20230116

