

# Qualified Paramedic Recruitment

## Frequently Asked Questions

### THE APPLICATION PROCESS

#### Q: When do applications open?

A: The QAS recruits periodically for qualified paramedics in various locations across the state. All QAS recruitment is dependent on operational requirements. We encourage applicants to submit an [Expression of Interest](#) on our [website](#) and we will endeavour to make contact should employment opportunities arise.

#### Q: What does the Qualified Paramedic recruitment application process entail?

A: When a campaign opens, applications can be submitted via an online form. Eligible candidates may then be invited to complete a suite of online assessments, virtual interview assessments and may be required to complete follow-up interviews with a QAS approved psychologist.

Post the initial assessment process, candidates may be progressed to complete the final checks stage of the process (including traffic history, medical assessment and criminal history check) prior to being offered a position.

#### Q: How do I know if I'm eligible to apply as a Graduate OR Qualified Paramedic?

A: The Graduate Paramedic Program is the most appropriate pathway for candidates who have **up to two years'** working experience, even if a graduate program has been completed.

The Qualified Paramedic Campaign is the most appropriate pathway for candidates who have **more than two years'** working experience, practising at a level equivalent to an Advanced Care Paramedic II (ACPII), within an emergency care setting.

#### Q: I have 2+ years of experience as a Paramedic in a private company but not a government/jurisdictional ambulance service. Do I still need to apply through the GPP?

A: Yes, the GPP is the appropriate pathway. In order to apply for a Qualified Paramedic position applicants must have more than two years of experience with a government/jurisdictional ambulance service in an emergency care setting. Experience may include other graduate programs. If you are unsure of which pathway is most suited to your experience, please contact [QAS.Recruitment@ambulance.qld.gov.au](mailto:QAS.Recruitment@ambulance.qld.gov.au).

#### Q: Do I need to have my manual driver licence before applying?

A: Yes. In order to apply you must hold a minimum of a 'C' Class Driver Licence (for a manual motor vehicle). If you do not hold a manual driver licence, but can provide evidence that you have a manual driving test booked, this may be considered on a case by case basis. Interstate and international applicants must hold an equivalent licence at the time of applying.

#### Q: Do I need to have my Light Rigid (LR) licence before applying?

A: You must hold a minimum of a Light Rigid (LR) Driver Licence or are able to obtain one **prior to appointment**. Candidates who do not currently hold a LR Licence, must have a minimum of a Queensland 'C' Class Driver Licence (for a manual motor vehicle) prior to the closing date for applications to be eligible to apply. An automatic driver licence or learner permit is not acceptable. Interstate and international applicants must hold an equivalent licence at the time of applying and will be expected to obtain a Queensland Driver Licence upon appointment. You must be competent and confident in driving a manual vehicle.



**Q: Do I need to have professional registration to apply for a Qualified Paramedic position with the QAS?**

**A:** Yes, in order to submit an application, current practising Paramedic registration under the National Scheme as determined by the Paramedicine Board of Australia.

**Q: Do my location preferences affect employment opportunities?**

**A:** Ambulance services across Queensland are coordinated through eight (8) Regions, divided into 17 Districts. For further information on the District boundaries and stations, please visit the [Employment Locations](#) available on the QAS website. Please carefully consider the locations you would be able to relocate to, or commute to from your current location.

If you receive a permanent appointment, it is a condition of employment that you must remain at this location for a minimum of two years before being eligible to request a voluntary transfer to other stations or districts.

Available locations may vary depending on operational requirements at the time of each induction. If a candidate's preferred locations are unavailable for an upcoming induction, the candidate will not be considered for that induction.

**Q: I have concerns about my criminal history / traffic history / medical conditions. Will this affect my application?**

**A:** Having an unfavourable criminal history, traffic history or medical condition may not necessarily result in disqualification from the recruitment and selection process. We would encourage you to familiarise yourself with the medical standards, found on the [QAS website](#) prior to application. Where adverse information is gathered that affects the proposed selection outcome, you will be afforded natural justice and given the right to respond.

**Q: I have previously applied for this position. Can I reapply?**

**A:** Yes, you can reapply for the role, however assessment results may remain valid for 12 months and are taken into consideration with any future application.

**Q: The QAS Applicant Information Kit it refers to providing a Suitability Statement. Do I need to provide this along with my application?**

**A:** No, the Applicant Information Kit is a reference document for all QAS roles, however the individual advertised positions will detail what information is required. You do not need to supply a suitability statement with your Qualified Paramedic application.

**ACTIVE APPLICANTS****Q: How long does the recruitment process take?**

**A:** Applications are progressed in line with QAS operational requirements and scheduled inductions. It is important to note that a candidate's availability date, location preferences, and the number and locations of vacancies per induction, are all taken into consideration when determining candidate progression.

**Q: Do I need a manual Light Rigid Driver Licence prior to being offered a position?**

**A:** Yes, a manual Light Rigid Driver Licence is a mandatory requirement for the Qualified Paramedic role.

**Q: I have been progressed to complete a medical, criminal history checks, traffic history check etc, can I wait to receive an offer before I complete these?**

**A:** No. Offers will not be made to candidates unless pre-employment checks have been completed.

**Q: If I have lived in multiple states do I need to provide a traffic history for each state?**

**A:** Yes. You must provide a traffic history report for each state you have resided in the last 10 years.



**Q: I have lived outside of Australia in a different country for more than 12 months over the age of 16 years old. Do I need to provide an international criminal history check?**

**A:** Yes. If you have resided in another country outside of Australia for a cumulative period of 12 months or more, after the age of 16 and within the past 10 years, you will need to complete an International Criminal History Check. QAS Recruitment will advise you when this is required during the recruitment process.

**Q: Who can certify documents?**

**A:** Information including who can certify and how must they certify the document can be found on the [Ahpra website](#). University final transcripts sent via My eEquals that are digitally certified can be accepted. Please see the list of authorised certifiers on the last page of this document. Certified documents expire only when the documents expiry date expires.

**Q: When does my application expire?**

**A:** Applications are typically considered for twelve (12) months.

**Q: What are the costs associated with recruitment process?**

**A:** If your application is progressed to the final stage of the process, a series of mandatory pre-employment checks will need to be completed before you are eligible for appointment. These checks will include:

Pre-Employment Check	Estimated Cost to Applicant
Academic transcript	Varies
Traffic history report	Approx. \$27.95 (Qld)
Medical assessment*	\$302.50 to \$440#
Australian Criminal History Check	No cost
International CHC (if applicable)	Varies
Light Rigid Driver Licence (or equivalent)	Varies

\* Further costs may be incurred where additional specialist advice, immunisation or verification is required. To minimise additional cost, please ensure that all vaccination evidence and specialist reports if applicable, are provided to the medical provider at your initial appointment.

# Prices vary depending on clinic locations. Once all final checks are completed, suitable applicants can be considered for appointment against available vacancies.



## INDUCTION

**Q: How much notice will I be given before commencing induction?**

**A:** QAS Recruitment endeavour to contact successful candidates by phone up to 2-4 weeks prior to commencing induction. From time to time, we are required to put on emergent courses at short notice and may be unable to provide as much notice prior to commencement.

**Q: What is the induction structure?**

**A:** The induction runs for six (6) weeks full-time, including four (4) weeks at the Port of Brisbane training facility, one (1) week of driver training based in Gympie, Sunshine Coast or Mount Cotton, Brisbane and one (1) week local District/Region induction. Officers then commence operational duties in their appointed area.

If you have previously successfully completed the QAS driver training or equivalent, you may be exempt from attending the driver training component of the induction.



**Q: Am I eligible for accommodation during the induction?**

**A:** Some candidates may be eligible for accommodation whilst attending the induction in Brisbane if they reside a certain distance from the Port of Brisbane training facility.

**Q: Is the induction period paid?**

**A:** Yes, applicants are paid from commencement. Further details will be outlined in the letter of offer.

**APPOINTMENT****Q: When will I find out what station I have been allocated to?**

**A:** If you progress to the final stage of the recruitment and selection process and have nominated a rural location preference, you may be advised of your station allocation at the time of your employment offer.

If you are appointed to the Sunshine Coast District, Metro North Region, Metro South Region or Gold Coast District, whilst you may have a station location for administrative purposes, you may be required to work anywhere within your appointed District or Region.

**Q: What do on-call stations require?**

**A:** Stations with an on-call component are detailed in the [Employment Locations](#) section on the QAS website. The on-call stations require officers to live within a specified response time to the relevant station's operational coverage area. During the on-call period, an employee must be immediately available to respond.

**Q: What type of shifts could I be working?**

**A:** Shifts can vary depending on the appointed location or station. Generally, shifts will alternate between day and night with some being up to 12 hours in duration. In some instances, you may be appointed to a specific roster that meets the operational demand of the service. Roster patterns can be confirmed by the local HR Representative for your appointed area.

**Q: Are relocation expenses offered?**

**A:** You may be eligible for relocation expenses including travel expenses, overnight accommodation and meals in transit, transport of furniture and effects and cost of packing. Please be aware this is subject to the station you are appointed to and typically only available in regional and remote areas in Northern Queensland and Western Queensland.

**Q: Are other incentives available?**

**A:** Incentives may be available at your appointed station, such as locality allowance and housing/accommodation financial assistance. Please be aware this is subject to the station you are appointed to and typically only available in regional and remote areas in Northern Queensland and Western Queensland.

**GENERAL QUESTIONS****Q: Is there an age limit for employing candidates?**

**A:** The QAS supports Equal Employment Opportunity (EEO) and encourages applications from members of EEO target groups. As such, there are no age restrictions.

**Q: Does the QAS offer sponsorship for visas?**

**A:** At this time, the QAS does not sponsor or provide advice regarding Visas required to work in Australia. Please visit the [Department of Home Affairs website](#) for information related to working in Australia.



**Q: Can I work for the QAS if I have tattoos?**

**A:** Displaying of tattoos is acceptable, except when the tattoo depicts material of a nature which may be considered offensive (horror, crime, violence etc).

**Q: My question isn't here. What do I do?**

**A:** If you didn't find the answer to your question, please contact the QAS Recruitment Team via email at [QAS.Recruitment@ambulance.qld.gov.au](mailto:QAS.Recruitment@ambulance.qld.gov.au) and they will provide further assistance.

**WHO IS AUTHORISED BY QAS TO CERTIFY DOCUMENTS?**

- Justice of the Peace (who must provide their registration number)
- Legal Professions - Solicitor, Lawyer, Barrister
- Court Positions - Bailiff, Judge, Magistrate, Registrar/Deputy Registrar, Clerk, Sheriff or Sheriff's Officer, Master of a Court, CEO of a Commonwealth Court, Commissioner for Affidavits or Commissioner for Declarations (dependent of jurisdictions)
- Health Professions - Doctor, Dentist, Paramedic, Pharmacist, Psychologist, Optometrist, Physiotherapist, Nurse
- Government Representative (elected) - Federal, State, Territory or Local
- Public Servants - Federal, State, Territory or Local (employed for 5 years or more)
- Police Officer
- Teacher (full time) at a school or tertiary education institution
- Student Services Officer of any Australian University
- Staff Member of an Australian Embassy or Consulate
- Veterinary Surgeon
- Accountant (member of ICA, ASA, NIA, CPA, ATMA or NTAA)
- Bank / Building Society / Credit Union / Finance Company Officer
- Minister of religion or marriage celebrant
- Member of the Australian Defence Force (an officer, a non-commissioned officer with 5+ years of continuous service, or a warrant officer)
- Officer within the official records department of the institution/organisation that originally issued the document

**Please note that the certification must be in the following format if an official stamp is not used.**

I \_\_\_\_\_ certify that this is a true and correct copy of the original document sighted by me on DD/MM/YYYY.

Signature

Name

