



Frequently Asked Questions



THE APPLICATION PROCESS

Q: When does the GPP campaign open?

A: Opening dates for the GPP recruitment campaign vary from year to year, however applications typically open towards the end of the year. Details of the campaign will be advertised through the universities, social media and information will be available on the [QAS website](#) as details are confirmed.

Q: What does the GPP recruitment application process entail?

A: When a campaign opens, applications can be submitted via the GPP Recruitment page of the [QAS website](#). Eligible candidates may then be invited to complete a suite of online assessments, attend face-to-face assessments and may be required to complete follow-up interviews.

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 on the GPP. For more information on the recruitment stages, please refer to the [GPP Recruitment Information Guide](#).

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 over 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.

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: What if I have not yet commenced my final clinical placement, therefore unable to provide recent/relevant referee details?

A: If you are unable to provide details of a clinical mentor, you may provide an appropriate lecturer's details, who is able to comment on your clinical skills and abilities, these will be considered case by case.

Q: What can I do if I do not have a professional referee?

A: Your professional referee could include your current or most recent direct supervisor or manager from a workplace in the last two (2) years. If you do not have a professional referee, you may provide a second clinical mentor or a supervisor from volunteer experience, these will be considered case by case.

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

A: Applications for the GPP will require proof of qualification and current registration under the National Scheme as determined by the Paramedicine Board of Australia. If you have not yet completed your qualification you must provide proof of registration to the QAS Recruitment Team as soon as practicable following completion of your studies.

Please note to assist with timely processing post-graduation, Ahpra allows students to start the registration application process if the student is set to graduate within the next three months. For further information please review the [Graduate Registration](#) section of the Ahpra website.

Q: Can I just provide my university degree certification to show I have passed my degree?

A: No. Applicants for the GPP must provide an official certified copy of their interim or final transcript which shows unit completed as well as your final Grade Point Average (GPA) or Weighted Average Mark (WAM). Only transcripts on official university letterhead will be accepted. University final transcripts sent via My eEquals that are digitally certified can be accepted.

Q: Do my location preferences affect employment opportunities?

A: Ambulance services across Queensland are coordinated through 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.

Sunshine Coast, Metro North, Metro South and Gold Coast are the most popular location preferences and are highly competitive and sought after areas.

Compassionate circumstances will also be taken into consideration.





Q: What is the Patient Transport Officer (PTO) to Graduate Paramedic Pathway?

A: Depending on operational requirements, some candidates may be offered PTO work prior to commencing the GPP. Offers to this pathway involve an initial placement period in the PTO role and then at the end of the specified period, the officer will transition to a permanent GPP position within their appointed District/Region. There will be the opportunity to select PTO as an alternative pathway at the time of application. Applicants who accept a position as a PTO will be paid at the Graduate Paramedic rate before transitioning into the Graduate Paramedic Program.

Q: What is the Emergency Call Handler (ECH) to Graduate Paramedic Pathway?

A: Depending on operational requirements, some candidates may be offered ECH work prior to commencing the GPP. This is a tailored pathway within the Operations Centre environment designed to receive and triage emergency calls. Offers to this pathway involve an initial placement period in the ECH role within an Operations Centre and then at the end of the specified period, the officer will transition to the GPP within their appointed Region. There will be the opportunity to select ECH as an alternative pathway at the time of application.

Q: What availability date do I list if I have not completed by university studies?

A: At the time of applying for the GPP and you are still completing your studies, please list your earliest availability after you are expected to graduate.

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. Why do I need to reapply in the current campaign?

A: Each Graduate Paramedic campaign is an independent, competitive process which attracts a new candidate pool. Candidates are required to participate in the assessments for the current campaign in order to be considered.

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 GPP application.



FACE-TO-FACE ASSESSMENTS

Q: If I am unable to attend my face-to-face assessments, can I change my booking?

A: Once you have nominated your preferred date and have received a booking confirmation, you are expected to attend on that date unless extenuating circumstances prevent you from doing so. This will be considered on a case-by-case basis. You must contact the QAS Recruitment Team preferably by phone and/or email.

Q: Where will the face-to-face assessments centre be held?

A: The majority of face-to-face assessments will be held in Brisbane. Further location details will be discussed and provided via email to candidates at the time of booking.

Q: How can I prepare for the face-to-face assessment?

A: To prepare for the assessment:

- Listen to / read all recruitment and selection instructions carefully and thoroughly.
- Familiarise yourself with the [Role Description](#) and the [GPP Recruitment Information Guide](#).





Other specific instructions for how to prepare for the various stages of assessment will be provided to you at time of invitation to progress to each stage.

Q: What should I wear to the face-to-face assessments?

A: Candidates should wear clothing similar to the clothing you would wear in performing the paramedic role. Many candidates wear their clinical placement uniforms.

Q: When will I find out the outcome of my assessments?

A: At each stage of the process, the QAS Recruitment Team will notify you of your progress as soon as possible.



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 Graduate 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. For example, a certified copy of a Passport will expire after the expiry date. If there is no expiry date then this will not apply, examples include university qualification certificate.

Q: How can I change my details or update my application?

A: If any personal information changes throughout the period of the GPP, you will be provided with multiple opportunities throughout the campaign to make updates to your application. Important personal information to always keep updated includes:

- Email
- Contact number
- Residential address
- Date available



**Q: I have recently changed my name, what do I do?**

A: If you have changed your name, you must email the QAS Recruitment Team notifying of changes and provide certified documentation as evidence. Documentation can include a certified copy of your Marriage Certificate or Name Change Certificate. Please note, any other documentation impacted by the name change will need to be updated and provided via email to the QAS Recruitment Team. Documentation to be updated may include your Ahpra Registration Certificate.

Q: I haven't received communication for a while, is my application still open?

A: The Graduate Paramedic recruitment process continues to be the largest campaign managed by the QAS. The Recruitment Team will endeavour to provide regular application updates and will contact you should there be any changes to your application status, or if further information is required. We appreciate your understanding and patience throughout this process.

Q: When does my application expire?

A: Applications are typically considered twelve (12) months from the date applications closed or until a new campaign is launched, whichever is sooner. Candidates will be advised once a campaign closes and are able to reapply in a new campaign.

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

A: The 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 the GPP in their appointed area.

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.

Q: I cannot make it to the first day of my induction course, who do I contact to advise?

A: If there are extenuating circumstances and you are unable to attend your first day of induction, you must contact the Queensland Ambulance Services Education Centre (QASEC). Contact information for QASEC will be provided following the acceptance of your offer of employment.

Q: I need to take day/days off during induction, is this OK?

A: Upon accepting an offer of employment, you are expected to commit to attendance for the entire program which includes the induction. Extenuating circumstances will be considered on a case-by-case basis and require prior approval.



**Q: There is a public holiday during my state induction. Do I get a day off?**

A: The QAS is a 24/7, 365 days a year public service. You will be rostered to work public holidays throughout your career, including during induction.

**THE GPP****Q: How long is the GPP?**

A: The GPP provides the supervision, development and support required for recent graduates to gain an independent authority to practice.

The GPP is designed to be delivered full-time over a twelve (12) month period with options for flexible delivery, which is determined by operational requirements at the time.

Q: Do I have a job once I finish the GPP?

A: Conditions of employment will be discussed during the offer process and will be outlined within your letter of offer.

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 are the type of shifts I could be working as a GPP?

A: Shifts can vary depending on the appointed location or station. Generally, shifts will alternate between day/night and some may be 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.

Q: I am planning holidays within the next 12 months, does this matter?

A: The first 12 months of employment is the most critical for a Graduate Paramedic and can be a difficult time to access leave. It is vital to your progression through the GPP competencies that you make yourself available for the 12 month period. Special events (e.g. weddings) will be considered case by case by the District/Region with appropriate notice.





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 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

Profession AND registration number/ payroll number

