

## Queensland Ambulance Service



### Role Description

QAS Cadet (Identified) - Aboriginal and/or Torres Strait Islander			
<b>Classification</b>	Ambulance Officer Level 1	<b>Salary Range</b>	\$64,180 - \$77,016 per annum
<b>Location</b>	Various	<b>Status</b>	Permanent Flexible Full-Time
<b>Work Unit/ Branch/District</b>	Various Districts	<b>Division/ Region</b>	Various Regions
<b>Contact</b>	QAS Recruitment	<b>Contact Details</b>	<a href="mailto:QAS.Recruitment@ambulance.qld.gov.au">QAS.Recruitment@ambulance.qld.gov.au</a>

### Queensland Ambulance Service

The Queensland Ambulance Service (QAS) is a division of the Department of Health. The Department of Health's purpose is to provide highly effective health system leadership.

The QAS provides timely, quality and patient focused ambulance services including pre-hospital patient care and related services across Queensland. The QAS delivers sustainable, adaptive and responsive contemporary health care to Queensland.



To find out more about our organisation, please refer to the QAS Applicant Information Kit or visit [www.ambulance.qld.gov.au](http://www.ambulance.qld.gov.au) or [www.health.qld.gov.au](http://www.health.qld.gov.au).

### Purpose of the role

QAS Cadets are employed as part of the Indigenous Paramedic Program, and they are valued members of the QAS team. QAS Cadets are clinicians in training who work alongside paramedics to provide frontline pre-hospital care in both emergency and non-emergency settings. Cadets are embedded in various Aboriginal and Torres Strait Islander communities within Queensland and are required to have a strong understanding of and respect for cultural protocols. Under the supported guidance of their clinical supervisors, the inclusion of Cadets within the pre-hospital workforce will assist the QAS in its commitment to health equity for Aboriginal and Torres Strait Islander peoples by delivering high quality health care in a culturally safe and appropriate manner.

The QAS Indigenous Paramedic Program (the Program) creates an opportunity for participants to reach their full potential via supported education pathways that are aligned with meaningful employment prospects. The Program is moderately paced and enables Cadets to undertake a tailored academic pathway that provides opportunities for vocational and tertiary level education. The Program is scaffolded, meaning there are several healthcare qualifications available from Certificate level courses through to a university degree in Paramedicine. Participants are supported to continue through the academic milestones of the Program to reach their full potential. The QAS has partnered with the Central Queensland University (CQU) to deliver the higher education milestones of the Program. Cadets continue to work in the operational environment whilst undertaking their studies. To enable learning and balance work and life pressures, Cadets are supported with access to paid study leave and individual tutoring assistance where required.

Community acceptance and support is pivotal for the Cadet to thrive as a role model for their culture and the QAS. Incoming Cadets can demonstrate community acceptance through strong cultural connections, kinship ties, family lineage, respect for Elders, spiritual relationship to the land and connection to country.

QAS Cadets should possess the following characteristics:

- The ability to reflect the culture and belonging of Aboriginal and Torres Strait Islander peoples, within the Queensland community.
- A genuine willingness to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples and their community through the provision of respectful and culturally safe healthcare.
- The ability and willingness to commit to the ongoing responsibility associated with full-time employment and the fully funded education pathways available.
- High emotional intelligence with adaptable communication skills.

## Key responsibilities

- Demonstrate a commitment to working towards prescribed education standards and continuing professional development by participating in and completing all courses/competencies/skills relevant to the Cadet level of clinical practice.
- Use cultural knowledge and community trust to provide culturally safe, respectful and appropriate health care to Aboriginal and Torres Strait Islander peoples and communities.
- Support the delivery of high-quality pre-hospital emergency patient care and ambulance transport services. Make practical clinical decisions in the best interests of the patient, and in line with the QAS Digital Clinical Practice Manual (DCPM), respective to the individual's clinical capabilities.
- Undertake appropriate clinical record keeping practices in accordance with QAS requirements, including documentation regarding patient care, drug management, professional development, and workplace health and safety.
- Communicate professionally, respectfully and effectively within the QAS team and with external stakeholders during the provision of patient care.
- Demonstrate empathy and an understanding of the needs of various client groups including but not limited to, the aged, people from diverse cultural backgrounds, and people with disabilities.
- Conduct dynamic risk assessments to ensure scene, patient and personal safety in the hectic pre-hospital environment. Where necessary, use the appropriate methods to transport patients with the relevant equipment, resources and manual handling techniques.
- Conduct pre-shift vehicle and equipment checks, maintain stock levels, report any damage or defects immediately and ensure that all equipment is safe, clean and in a hygienic state of operational readiness.
- Operate effectively within a mobile environment in a low-risk manner; in accordance with the approved methods and techniques of driving and the QAS Code of Practice.

- Actively participate as part of a team, build and sustain professional relationships to work in collaboration with the broader QAS network, and contribute to district performance targets and service delivery standards.
- Proactively engage with station Officers-in-Charge (OICs), supervisors and managers, and participate in meetings when required. Maintain strong communication channels with immediate supervisors and Indigenous Paramedic Program management. Self-identify and seek support when assistance is required.
- Perform all duties and represent the QAS in accordance with the Code of Conduct for the Queensland Public Service, and comply with the *Ambulance Service Act 1991*, the relevant industrial awards and agreements, and all QAS policies and procedures.
- Support QAS staff in emergency management capability for disasters, major incidents and mass crowd gatherings, in close consultation with the Director Operations - Emergency Management, State Headquarters.
- Maintain credentialed scope of clinical practice as approved by the Medical Director and/or Commissioner, QAS.
- Fulfil the responsibilities of this role in accordance with Queensland Public Service and QAS values.

## Basis for selection

We are seeking applicants who, within the context of the role responsibilities, possess the following key attributes:

- Demonstrated awareness and understanding of how to appropriately communicate with members of the local community and the ability to build rapport and connect with appropriate local Elders and leaders to ensure that the integration of ambulance services at the local level meets QAS and community expectations.
- Demonstrated commitment to enhancing the standard of pre-hospital emergency patient care services, and the ability to provide these services in a culturally safe manner to the local community, and within Queensland more broadly.
- Ability to commit to the learning and study requirements to achieve full potential associated with the milestones of the QAS Indigenous Paramedic Program. This includes planning and organisational skills to effectively manage time and prioritise workloads to achieve required learning outcomes.
- Ability to acquire a knowledge and understanding of QAS policies and procedures and how they apply in the local context, including a knowledge of and commitment to fair and ethical workplace practices, employment equity, cultural diversity and occupational health and safety.
- Personal attributes such as a strong work ethic, a high level of self-motivation, a professional and committed attitude, reliability and punctuality.

## Mandatory/Special conditions/Other requirements

The following mandatory requirements, special conditions and/or other requirements apply to this role:

- Applicants must have attained a minimum of a Year 12 Certificate or equivalent, or a Certificate Level III or above qualification.
- This is an Aboriginal and/or Torres Strait Islander identified role requiring an Aboriginal and/or Torres Strait Islander person to be employed in the role, based on a genuine occupational requirement, as set out in Section 25 of the *Anti-Discrimination Act 1991*. An Aboriginal and/or Torres Strait Islander person is a person who identifies as an Aboriginal and/or Torres Strait Islander person and is either:

- a) of Aboriginal and/or Torres Strait Islander descent; or
- b) accepted as an Aboriginal and/or Torres Strait Islander person by the Aboriginal and/or Torres Strait Islander community in which he or she lives.

Applicants will be required to provide a 'Confirmation and Declaration of Aboriginality or Torres Strait Islander Descent Form' or nominate an Aboriginal and/or Torres Strait Islander person who is recognised and accepted in the community or within an organisation as their referee, to support their ability to meet this requirement.

- Additionally, applicants will be required to demonstrate community acceptance where the respective role is located. Community acceptance is:

*A person who is recognised by the Aboriginal and/or Torres Strait Islander community to be respectful of local culture and customs and accepted as a community role model. The community also accepts the person for the respective role, should they be successful.*

Community acceptance can be certified by:

- obtaining a written reference from an Aboriginal and/or Torres Strait Islander community leader of the respective community; or
  - receiving advocacy from the community leader/s who are assisting the QAS during the selection process.
- Proof of Australian citizenship, New Zealand citizenship or Australian permanent resident status.
  - Applicants are required to hold an open or provisional Queensland "C" Class Driver's Licence (for a manual motor car) prior to the closing date for applicants. Interstate and international applicants must hold an equivalent licence at the time of applying and will be expected to obtain a Queensland Driver's Licence upon appointment. Learner's Permits and Licences for Automatic Vehicles will not be considered, although a Provisional Driver's Licence (for a manual motor car) is acceptable (see below).
  - Applicants are required to hold a minimum of a Provisional Queensland "C" Class Driver's Licence (for a manual motor car) at the time of appointment, or as approved on a case-by-case basis.
  - It is an express condition of employment for all people who are to perform roles with direct patient contact to be, and remain, vaccinated against the following infectious diseases during their employment: Diphtheria; Tetanus; Pertussis (Whooping Cough); Hepatitis B; Measles, Mumps, Rubella (MMR); Varicella (Chickenpox); Influenza. Please note, there may be additional vaccination requirements depending on individual circumstances as specified in the QAS Infection Control Framework.
  - Demonstrated medical fitness and physical capacity to safely undertake all the duties of the position in an operational ambulance environment, as determined by the QAS.
  - Whilst not mandatory, prior work or volunteer history will be highly regarded.
  - Position may require participation in shift work (including weekends and public holidays), on-call duties and undertake overtime.
  - Applicants should be aware that to work as a paramedic in Australia, it is a requirement to hold a sufficient level of registration with Ahpra and the National Boards. Further information regarding registration is available on the [Ahpra website](#). Applicants are encouraged to familiarise themselves with the [registration standards](#) for paramedics and review the associated fact sheets and [Frequently Asked Questions \(FAQs\)](#) available on the Ahpra Paramedicine Board of Australia website.

## How to apply

Information on how to apply for the Indigenous Paramedic Program can be found on the [Indigenous Recruitment](#) page of the QAS website.

Please refer to the [Applicant Information Kit](#) for more information about working for the QAS.



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## Employment screening

Pre-employment screening, including criminal and discipline history and clinical practice checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

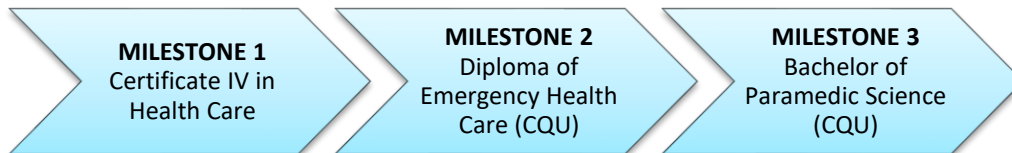
Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Please refer to the Pre-Employment Checks section within the QAS Applicant Information Kit for further details about employment screening and other employment requirements.

### External Applicants

For information on the documentation that may be required from an external applicant please refer to the Pre-Employment Checks section within the QAS Applicant Information Kit.

## Additional Information

- The role reports to the Officer in Charge.
- Upon commencement of employment, QAS Cadets must attend a residential induction program of up to six weeks, the majority of which will be held in Brisbane, with travel and accommodation organised by the QAS.
- QAS Cadet positions are identified positions and are only available in specific approved locations. Cadets are appointed to a specific station within a QAS District and/or Region. However, once qualified as an Advanced Care Paramedic, officers will be able to access transfer provisions which enable officers to transfer to other locations within Queensland.
- Continued employment with the QAS will be based upon an individual assessment to meet community requirements and the progression through a structured learning process. Individual learning needs and development plans will be considered.
- The QAS Indigenous Paramedic Program is comprised of three major milestones:



- Targeted learning support and assistance with literacy and numeracy will be provided if determined necessary.
- The QAS recognises prior learning under prescribed conditions.
- All employees are required to undertake a probationary period of six (6) months. Continued employment will be subject to the satisfactory achievement of and progression through the specified competencies of the Indigenous Paramedic Program. If the Cadet or the QAS determine that a continued Paramedic pathway is not desirable or attainable, there are career opportunities within the structure of the QAS to transition to, including Patient Transport Officer/Ambulance Technician roles, or Emergency Dispatch roles. In order to transition to these roles, Cadets will need to meet the mandatory requirements and qualifications specific to these roles. It is important to note that not all roles are available within the locality of the original Cadet position and relocation may be required to support this transition.
- Cadets will progress through several pay increments which are aligned to performance, capability, learning, competency requirements, and time in service.

- The QAS is committed to maintaining a culture that builds respect, fosters inclusiveness, promotes flexible work arrangements, and embraces the unique and diverse qualities of our workforce.
- The QAS stands firm in its position and has zero tolerance for inappropriate workplace behaviour. The [QAS RESPECT](#) initiative is designed to foster and promote a culture where employees at all levels feel empowered to 'step up' and 'stamp out' inappropriate workplace behaviour and provide a positive and safe workplace for everyone.
- The QAS has zero tolerance for child abuse, neglect, and harm, and is committed to ensuring the safety and wellbeing of all children and young people. All employees, volunteers, and service providers in the QAS and Queensland Health system have a responsibility to respect and promote the rights of children and young people.
- The QAS applies the [Public Service Commission's Leadership Competencies for Queensland](#) by empowering all leadership levels to deliver high-performing, innovative and future-focused services, making a positive difference to all Queenslanders.
- A mobile, flexible and agile workforce supports service delivery and employee development. You may seek or may be required to work in alternative locations or undertake alternative duties on a temporary or permanent basis.
- Applications will remain current for a period of up to 12 months and may be considered for other vacancies (identical or similar) which may include an alternative employment status (e.g. temporary, full-time, or part-time).
- Within one month of commencing employment, the successful applicant is required to disclose any employment as a lobbyist in the preceding two years.
- The incumbent may be required to undertake other duties not listed in the key responsibilities, under the direction of the relevant accountable manager.
- Further information about the QAS and applying for a job can be found in the QAS Applicant Information Kit which is included as an attachment in the job advertisement.