

FAQ

Permanent Part Time Graduate Interns

NSW Ambulance do not normally employ Graduate Interns on a part time basis, so why is the proposal being put forward?

NSW Ambulance has received extensive feedback from staff (directly and via the People Matters Employee Survey), requesting more options regarding flexibility. As a result, we have explored a number of opportunities for existing staff, and would like to offer the same opportunities to Graduates that may have diverse employment needs.

Furthermore, NSW Ambulance recruited 180 graduates early in 2020 as part of the COVID-19 surge plan and is now only recruiting to cover attrition resulting in a reduced volume of paramedic interns being offered positions for the remainder of the financial year. As such, this proposal will allow for more Graduates to be permanently employed.

Will NSW Ambulance offer more Permanent Part Time positions to existing full time staff as well?

Yes. As stated above extensive feedback from staff is that they would like more opportunities to access options other than full time work. Based on this feedback we have already offered numerous part time positions at Penrith Super Station and there will soon be more positions offered as permanent part time across NSW via the Paramedic Initiated Transfer Procedure.

Does this proposal mean that from now on the only way to be recruited as a graduate is to accept a part time position?

NSW Ambulance is still offering permanent full time positions to Graduates. However, we cannot assume that all Graduates want full time work. A survey of the existing Graduate Intern e-list identified a number of Graduates that would prefer permanent part time employment and around 80% expressed an interest in part time employment.

NSW Ambulance will continue to progress with permanent full time Graduate Intern recruitment until such time as feedback regarding this proposal is sought from all staff, and or their industrial representatives.

How many part time graduate positions will be offered?

Initially, NSW Ambulance plans to offer a total of sixteen 0.5 FTE positions spread evenly across two locations – Artarmon and Liverpool Stations.

How will recruitment know who to offer which positions too?

There are currently over 700 Graduates on an eligibility list. As per standard recruitment process, the most highly ranked applicants will be offered the option of either permanent full time or permanent part time positions. Recruitment will then move through the eligibility list until all positions both full time and part time are filled over a 12 month period.

Why Artarmon and Liverpool?

Artarmon and Liverpool were chosen due to their geographical separation.

Will there be any changes to the rosters at Artarmon and Liverpool as a result of this proposal?

No.

How will a part time Graduate be rostered?

There are several rostering options available. One option is for the part time graduates to share a roster line on 4 x 5 nine line DDNN roster either with another part time graduate intern or with a part time paramedic. Another option is to allow some flexibility in negotiating shifts. The latter requires greater rostering oversight as each part time Graduate Intern will still be required to work 50% of the shifts within a 4 x 5 nine week DDNN roster. That is, one Saturday and Sunday night shift, one Saturday and Sunday day shift, five weekday day shifts and five weekday night shifts – including one Friday night shift.

Deployments within each Sector will be given help and support from their assigned People Hub Officer with creating and applying these shifts within HealthRoster.

How will a Part Time Graduate Intern complete the requirements of their internship?

They will be required to work full time for the first 5 weeks while they complete their induction course at the Ambulance Education Centre. The Operational Practicum Stage One and Practicum Stage Two is a minimum of 18 weeks for each stage for full time staff. This will be extended to 36 weeks for each of these two stages for part time Graduate Interns. The successful completion of a Graduate In-service is the final phase.

How will NSW Ambulance assure itself that part time Graduate Interns are progressing through their required competencies in the prescribed timeframe?

The progression of each Intern through the Operational Practicum Stage is monitored across four distinct stages, with each stage requiring completion before progressing to the next. This ensures that any competence issues are identified and addressed at an individual level at each progress checkpoint.

Furthermore both the South West Sydney Sector and the Northern Sydney & Central Coast Sector have formal monthly Clinical Governance meetings that includes the Paramedic Educator and the Clinical Support Manager for the Area. A standing Agenda item is the progression of all Graduate Interns and Vocational Trainees through their competencies. This ensures a collaborative approach between Sector and the Ambulance Education Centre in ensuring that the needs of both Graduate Intern and Preceptors are met.

Who will do the Preceptor Reports?

The Operational Practicum Report remains the same. That is, it is the Intern themselves that are responsible for their completion. As the Graduate Intern completes a skill on the list they present their 'passport' to be signed by the qualified paramedic that witnessed them complete the skill. Any qualified paramedic can assess an intern's competency of the skills or behaviours listed and sign accordingly.

On average this means that the number of reports remains the same. Instead of one Graduate Intern completing one report every 18 weeks, there will be two Graduate Interns completing one report each every 36 weeks.

Will the Graduate Interns be working with multiple preceptors?

By rostering both first day and first night; or second day and second night on a nine line 4 x 5 DDNN roster the part time graduate intern will have a consistent preceptor for the roster projection.

If rostered in a more flexible manner, through the 4 x 5 DDNN roster, it is possible that the intern will work with multiple partners.

Graduate Interns working with more than one preceptor already occurs at multiple locations across the State. Full time graduate interns on a nine line 4 x 5 DDNN roster often have alternate preceptors across their rostered days on. In some locations across NSW, due to the way the roster rotates an Intern could have up to five different partners across a roster cycle.

NSW Ambulance Education will continue to support both interns and preceptors alike. Each induction class is allocated a specific Paramedic Educator as a first contact to assist with any clinical concerns relating to a Paramedic Intern from the Preceptor, the Management team, or from the Paramedic Intern themselves. Since the introduction of the staged assessments, and the availability of ongoing support there has been a 100% success rate of Graduate Interns progressing to qualified P1 status. This has occurred irrespective of the number of preceptors that the individual had across their internship.

How will you know if the proposal is successful?

The proposal will be deemed successful if the part time Graduate Interns meet the expectations of their internship in the same way as full time Graduate Interns meet the expectation of their internship.

How will a part time graduate work towards obtaining their P1 status?

As with full time Graduate Interns, part time Graduate Interns will be responsible for ensuring that all their required documentation is completed and submitted in the required timeframes.

All Graduate Interns will be required to demonstrate a minimum of 12 months continuous service at the graduate intern level and a minimum of 2052 hours of rostered shifts. Once this time frame and hours are achieved a written application to be considered for a Graduate In-service One course can be made by the Graduate Intern to the Manager Clinical Education.

Alternatively, a Graduate Intern will be automatically rostered to a Graduate In-service course after two years of continuous employment and successful completion of required preceptor reports.

Does that mean that a part time Graduate can pick up extra shifts?

Yes. The same opportunities to register availability on MyShift for extra shifts applies to part time staff as it does to full time staff.

How will a part time Graduate be appointed to their permanent location?

In the same manner as a full time Graduate Intern, at the successful completion of the Graduate In-service Course, a part time Graduate Intern will receive a permanent paramedic appointment at 0.5FTE at a location within NSW.

Once at the P1 level, they may apply for any position that they are eligible for.

Will part time Graduate Interns have to wait 2 years before they can have any annual leave?

No. They will be entitled to Annual Leave as per the Paramedics and Control Centre Officers (State) Award, which is after the initial 12 month period of employment has occurred.

When will this commence?

NSW Ambulance is still seeking feedback regarding this proposal from staff and welcomes any suggestions to the following email address: AMBULANCE-WorkforcePlanning@health.nsw.gov.au. Consultation is also continuing with both the HSU and the APA with another meeting scheduled for 11 January 2021 to discuss further any concerns that their membership has with the proposal.