

Sample P1T comments

There has been a lot of inconsistency with mentors and trainers. No same partner each roster and at times 4 partners in one day. I have raised this with SOs and in my PDP meeting. It is hard to gain the necessary skills required for us to return to school when you feel you are constantly being shipped from pillar to post. Yes I am learning from each partner but inconsistency has contributed to my self doubt and confidence at times to fulfil my role as a paramedic.

Most mentors have been in the job less than three years and are already burnt out with trainees. There is no consistency in training because P1s have never had the opportunity to work with other P1s who would have the ability to pick up the burnout and errors occurring. As a trainee, I often feel like a burden to my P1s as no amount of study or training at Rozelle was actually practical to what we use on road. Stations are saturated by P1Ts being told that more are coming with no infrastructure to support them or the ones already there.

The transition from P1T to P1 within the next coming months in regards to instability of P1T length is adding a lot of stress not only at work but at home. No communication from education or management about duration of training, with classes returning after 9 months on road instead of the 12 months, securing housing and family relationships become strained due to such. The large influx of P1Ts feels as though it guarantees as a fresh P1 from day one there's a high probability of working with a P1T for a full roster. The transition between being watched and mentored to the role reversal is huge. 9-12 months is spent having someone coach you and mentor you to ensure your working up to standard and to be given limited to no opportunity to work with an equal P1 to gain confidence as a clinician before having to mentor someone is terrifying. Whilst many mentors are amazing, they are burnt out and this is inevitably my future for the next 5 years if not more.

I am one month out from inservice and I have never had a preceptor with more than 1 year being a P1. Although I'm a very confident person and know that I will be fine as a P1 I feel very uncomfortable in the prospect of having to train a new probie so soon after qualifying. I feel preceptors should not have to have a probie in their first year of P1, should receive training on the best approach to give and receive feedback and should be paid more for their period of training as I have seen many P1's see a probie as a punishment and not an opportunity.

I've had 2 mentors who made me feel awful about myself. They were my 1st and 3rd mentors. I genuinely considered resigning because of how they treated me and they were known to treat p1t's badly. I was so stressed in my 3rd roster I developed IBS and began taking to a regular psychologist.

Need to see CTO's more often Need to hear from educators from the P1T program more often, haven't heard from them or received any emails from them since I left Rozelle New P1's should not be rostered with P1T's in their first roster

Sample Qualified Paramedic comments

It is difficult that as soon as we become a P1 you are expected to become a mentor for P1T. Potentially even for brand new P1Ts with no prior experience in the service. I think what makes this even harder is that the majority of us new P1s hadn't even completed a full year as a P1T due to covid bringing our inservice forward. This has made me feel less experienced and feeling under prepared to be a mentor.

A had to mentor a P1T who fell asleep at the wheel among other issues. No help was offered to me or the P1T for managing their fatigue. Patient care was impacted as I was focused on making sure the trainee did not fall asleep rather than my full attention being with the patient. This also increased my fatigue and my stress in coming to work as I genuinely worried that I would be involved in an accident and not make it home

Many of my colleagues and I look at the forecast staff increases with dread. We know that for at least the next 2 years it's going to be roster after roster of probationers with no reprieve in sight. Many of us are considering leaving the job because of this

Trainees should be third up on a car first with qualified paramedics so quality mentoring is done and less stress on the training officer

Mentoring back-to-back graduate paramedics has greatly affected my mental health and well being. It had compounded the effects of on-call, frequent extension of shifts and very little cribs breaks. I have started working towards a new career as NSWAS is more concerned with meeting KPIs than looking after its staff

I am burnt out and can't take it anymore

The strain on qualified paramedics is incredibly tough. Since being a qualified paramedic with NSWAS, I have had back to back graduates. That is close to 2 and a half years of not working with a qualified paramedic and when requested it's always due to operational demand that we currently have only p1/p1t crews, no double qualified crews. Staff morale is low, we are not supported or even acknowledged for the continual development efforts, its just expected. Services like vic offer additional allowance for working with graduates to show appreciation and understanding for additional stress / workload.