St John

QUALIFIED AMBULANCE PARAMEDIC

INFORMATION PACK

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INTRODUCTION

It takes a special person to become a St John WA Paramedic. They are courageous, caring, confident and patient and put themselves on the front-line of pre-hospital medical care every day, making life changing decisions.

This information pack has been created to provide an overview of a Qualified Ambulance Paramedic position with St John WA, including a summary of the role, the recruitment process, education and training requirements and the competitive employment conditions offered.

A Snapshot of St John WA

St John WA is the leading provider of pre-hospital care in Western Australia. As a private, not for profit organisation, we are contracted by the State Government to supply ambulance services to the State of WA.

Each year we transport more than 300,000 patients across both metropolitan and regional locations.

St John WA is also the largest First Aid Training organisation in Australia, training in excess of 200,000 students each year. St John WA also provide medical personnel and equipment to mining organisations across WA. For more information, visit https://careers.stjohnwa.com.au/

About the Ambulance Paramedic Role

The role of an Ambulance Paramedic can be extremely challenging at times but is also an incredibly rewarding and fulfilling career. St John WA Ambulance Paramedics provide mentoring and tutoring to Paramedic Interns as they provide support and guidance when providing prompt and efficient pre-hospital care.

To be a successful paramedic, candidates will need to demonstrate the following behaviours that align with the behavioural competencies for the position.

- An ability to build relationships and establish rapport.
- Deal with ambiguity.
- Demonstrate integrity.
- Demonstrate discretionary effort.
- Demonstrate self-control and a positive outlook.
- Gather information for effective decision making.
- Review on practice with an ability for self-reflection.

Eligibility and Criteria

To be considered candidates must have:

- Permanent Working Rights in Australia
- Completed a minimum 2 years of service as an operational paramedic within a recognised jurisdictional/emergency ambulance service, including the requirement to drive under emergency conditions.
- Held a paramedic position in a clinical setting within the last 2 years.
- Completed a degree in Paramedicine from a recognised AHPRA approved program of study course provider or recognised international education provider.
- Hold professional registration with the Paramedicine Board of Australia (AHPRA), or willingness to obtain; and
- Hold a driver's license with no restrictions and no more than 6 demerit points if an Australian driver's licence, or equivalent.

INDUCTION AND TUTORING

Qualified Ambulance Paramedics complete a comprehensive six-week direct entry induction program with St John WA before commencing on-road duties. This program introduces participants to the organisation, life in Perth, and the way St John WA operates in partnership with other health and emergency services across Western Australia.

The induction combines classroom-based learning with practical and theoretical assessments, with a strong emphasis on the application of St John WA operating procedures, workplace instructions, clinical practice guidelines, approved medications, and clinical skills. In addition to formal teaching, participants complete observational shifts, shadowing an operational St John WA Paramedic crew.

Throughout the program, participants engage with a range of internal departments, including the Clinical Hub, Resource Planning, Psychology and Wellbeing, and Operational Management. These engagements provide a broad understanding of organisational functions and the support services available within St John WA.

Upon successful completion of the six-week induction program, including driver training, paramedics progress to a further four weeks of tutored operational practice. During this period, they are paired with an experienced Paramedic and assessed against the Professional Capabilities for Registered Paramedics as defined by the Paramedicine Board of Australia. They are also assessed on St John WA policies, standard operating procedures and their ability to safely operate in an ambulance in accordance with St John WA Clinical Practice Guidelines in both emergency and non-emergency situations.

Following successful completion of tutoring, paramedics are deployed operationally with St John WA, working alongside experienced Paramedics or Paramedic Interns as required.

Induction Course Objectives

Familiarise experienced Paramedics from other jurisdictional ambulance services with St John WA.

- Operational policies and procedures
- Clinical Practice Guidelines (Clinical Resources) and Clinical Skills
- Engagement sessions with different departments
- WA Health Emergency Department processes

Induction Assessment Outline

Practical – Simulated Exercises

Simulation exercises (Simex) are assessed progressively throughout the course. These assessments are designed to evaluate measure individual performance as well as crew leadership capability and include the following requirements:

- Participants are assessed individually by a Clinical Educator Trainer
- Participants are assessed in the role of attendant and as the primary crew leader.
- A maximum of three assessed attempts is permitted to successfully pass one simulation per category.

The practical course assessments are based on the following categories:

Adult IMPACT CPR Simex

- Cardiac Arrest & return of spontaneous circulation (ROSC) management in accordance with clinical guidelines.

Adult Deteriorating Patient Simex

- Medical or trauma presentations

Paediatric Medication Administration OSCA

- Objective structured clinical assessment
- Assessment of safe medication administration
- Application of the six rights of safe medication administration

Practical – Clinical Skills

Practical skills are assessed throughout the course with the following conditions:

- Skills are peer-assessed prior to formal assessment by a Clinical Educator Trainer
- A maximum of three assessed attempts is permitted to successfully pass each skill with the education team.
- Assessment occurs progressively throughout the course.

Assessed Practical Skills

- Direct Laryngoscopy & Magill Forceps
- Cricothyrotomy
- Needle Thoracocentesis
- Intraosseous Access
- External Jugular Access
- Intravenous Access
- Lateral Patella Relocation

Theory – Final Examination

Participants complete a two-hour written assessment designed to evaluate general knowledge of Clinical Practice Guidelines, clinical skills, and medications. The assessment is conducted during the final week of the course.

Assessment Structure

- Section A (65% Pass Mark) – Clinical Practice Guidelines & Clinical Skills
- Section B (85% Pass Mark) – Medications
  - Emphasis on Mode of Action, Indications, Contraindications and Adverse Effects.
  - Manual Paediatric Medication Calculations
  - Medication dose cards & calculators will be provided.

For further information on the Clinical Practice Guidelines, Clinical Skills and Medications utilised by St John WA, the Clinical Resources are available online https://clinical.stjohnwa.com.au/

Performance Expectations

Clinical Expectations

You will be supported throughout the Paramedic induction to assist you in attaining the required milestones and pass clinical assessments. Should you not meet the performance standards set out in the document and each assessment outcome plan, the Head of Clinical Education, or a proxy will meet with you to explain the review process that may require you to complete a component again.

It is incumbent upon you as a Paramedic to complete all assessments and submit on the date outlined. If you are unable to meet assessment dates, you must inform the Clinical Education Manager who will consider the reasons you have put forth and may consider an extension. You must also ensure that you remain registered with the Paramedicine Board Australia while completing the career pathway in order to practice as a paramedic and retain your contract of employment.

St John WA Standards

St John WA is committed to providing a safe, respectful, and professional environment for everyone. We ask all participants to conduct themselves in accordance with the St John WA Code of Conduct and Communications Charter by treating others with courtesy, communicating respectfully, and supporting an inclusive and positive experience. Behaviour or communication that is inappropriate, disrespectful, or inconsistent with these standards may result in action being taken to ensure the safety and wellbeing of all involved.

LOCATIONS AND STATIONS

Urban & Coastal Ambulance Operations (Metropolitan)

This region of the ambulance service provides comprehensive coverage across the Perth Metropolitan area and surrounding communities. The metropolitan network consists of 28 strategically located ambulance stations, extending from the northern coastal suburb of Two Rocks, down to Mandurah in the south, and eastward to Mundaring. The Urban & Coastal portfolio also includes parts of the Southwest region, incorporating a mix of metropolitan and rural service areas, however further application for any vacancies would be required to work in this region once all induction components are complete.

**All new paramedics will be allocated a home station at one of our metropolitan station locations and will be expected to reside within the metropolitan area.*

A Home stations is the closest metropolitan station to an employee's home that they could be rostered to work; however, you may be rostered to work at another station within 55 kilometres of this home station.

Urban North	Urban Central	Urban South	Peel
Joondalup	Central	Cockburn	Mandurah
Merriwa	Shenton Park	Melville	Secret Harbour
Two Rocks	Midland	O'Connor	
Wangara	Morley	Jandakot	
Osborne Park	Kensington	Kelmscott	
Warwick	Kewdale	Riverton	
Landsdale	Victoria Park	Kwinana	
Ellenbrook	Cowcher	Rockingham	
	Kalamunda	Serpentine	
	Mundaring		

Urban & Coastal (Non-Metropolitan) Ambulance Operations

Urban & Coastal (Non-Metropolitan) ambulance vacancies, including opportunities at these locations, are filled through an internal recruitment process detailed further below.

Peel	Coastal Forest	
Dawesville	Australind	Margaret River
Harvey	Bunbury	
Pinjarra	Collie	
	East Bunbury	
	Busselton	

Rural & Remote Ambulance Operations

St John WA's ambulance service has an extensive footprint, with more than 160 sub centres operating across six diverse regions to ensure comprehensive emergency care throughout Western Australia. Coverage spans the rugged landscapes of the Kimberley, the mineral-rich Pilbara, and the sweeping coastal stretches of the Midwest and Great Southern regions, providing vital medical support to communities both large and remote.

The list below identifies our hybrid ambulance stations, where dedicated Career Paramedics work alongside and provide support to our volunteer ambulance workforce, strengthening local response capability and the delivery of high-quality emergency care within these communities.

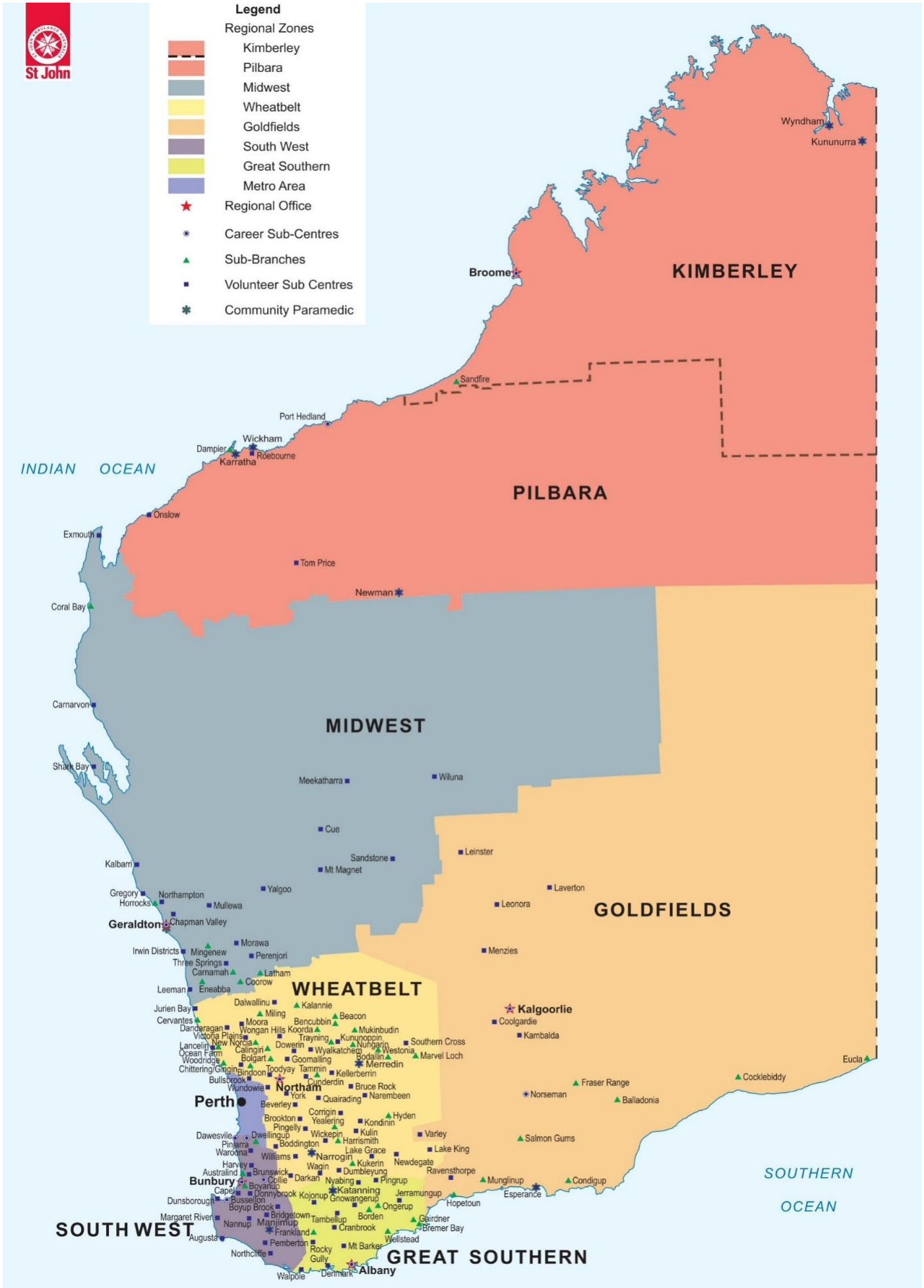
Rural and remote ambulance vacancies, including opportunities at these locations, are filled through an internal recruitment process detailed further below.

Northwest	Midwest	Goldfields	Wheatbelt North	Wheatbelt South	Great Southern
Broome	Geraldton	Esperance	Merredin	Narrogin	Albany
Hedland	Carnarvon	Kalgoorlie	Northam		
Karratha		Norseman			
Kununurra					
Newman					

The map below provides an overview of all St John WA Rural and Remote ambulance locations across Western Australia, with each location pinned to illustrate the breadth of our regional footprint.

The hybrid stations listed above are locations where Career Paramedics work alongside and support our volunteer ambulance workforce. Any additional locations shown on the map that are not included in the hybrid station list above are volunteer only stations and do not have permanent Career Paramedic support.

This map provides a broader view of the communities supported by St John WA and the extensive network of ambulance services operating throughout rural and remote Western Australia.


St John
Legend
Regional Zones
Kimberley
Pilbara
Midwest
Wheatbelt
Goldfields
South West
Great Southern
Metro Area
Regional Office
Career Sub-Centres
Sub-Branches
Volunteer Sub Centres
Community Paramedic
KIMBERLEY
PILBARA
MIDWEST
WHEATBELT
GOLDFIELDS
SOUTH WEST
GREAT SOUTHERN
INDIAN OCEAN
SOUTHERN OCEAN
Wyndham
Kununurra
Broome
Sandfire
Port Hedland
Wickham
Dampier
Roebourne
Karratha
Onslow
Exmouth
Tom Price
Newman
Coral Bay
Carnarvon
Shark Bay
Meekatharra
Wiluna
Cue
Sandstone
Mt Magnet
Leinster
Laverton
Leonora
Kalbarri
Gregory
Northampton
Horrocks
Mullewa
Yalgoo
Geraldton
Chapman Valley
Morawa
Irwin Districts
Mingenew
Perenjori
Three Springs
Carnamah
Latham
Coorow
Leeman
Eneabba
Menzies
Dalwallinu
Kalannie
Miling
Beacon
Jurien Bay
Cervantes
Moora
Bencubbin
Mukinbudin
Kalgoorlie
Coolgardie
Kambalda
Victoria Plains
Wongan Hills
Koorda
Trayning
Kununoppin
Nuhgarin
Southern Cross
Lancelin
New Norcia
Dowerin
Calingiri
Wyalkatchem
Westonia
Marvel Loch
Ocean Farm
Bolgart
Goomalling
Bodallin
Merredin
Eucla
Toodyay
Tammin
Kellerberrin
Bullsbrook
Northam
Cunderdin
Bruce Rock
Fraser Range
Cocklebiddy
Norseman
Balladonia
Perth
York
Quairading
Narembeen
Beverley
Brookton
Corrigin
Hyden
Yealering
Kondinin
Pingelly
Kulin
Dawesville
Dwellingup
Wickepin
Varley
Salmon Gums
Pinjarra
Boddington
Harrismith
Waroona
Lake Grace
Lake King
Williams
Narrogin
Newdegate
Harvey
Wagin
Kukerin
Australind
Brunswick
Dumbleyung
Ravensthorpe
Bunbury
Collie
Darkan
Nyabing
Pingrup
Munglinup
Condigup
Capel
Boyanup
Katanning
Esperance
Donnybrook
Kojonup
Gnowangerup
Jerramungup
Dunsborough
Busselton
Boyup Brook
Ongerup
Hopetoun
Bridgetown
Margaret River
Nannup
Manjimup
Tambellup
Borden
Gairdner
Cranbrook
Bremer Bay
Frankland
Augusta
Pemberton
Wellstead
Northcliffe
Rocky Gully
Mt Barker
Walpole
Denmark
Albany

FURTHER EMPLOYMENT OPPORTUNITES

At St John WA, we recognise that the skills and expertise of our Paramedics extend far beyond the traditional emergency response and pre-hospital care. As a leading provider of health care and emergency services, we offer a range of dynamic and rewarding leadership, operational and clinical roles to our internal Paramedics. These positions allow for personal growth, professional development, and the opportunity to contribute to our mission in various ways. Each position will have an internal recruitment process. Some of the roles available to our internal Paramedics include, but are not limited to:

- Operations Lead
- Clinical Lead
- Station Officer
- Paramedic Special Operations
- Extended Care Paramedic
- Critical Care Paramedic
- Hospital Liaison Manager
- Country Paramedic
- Community Paramedic
- Volunteer Support Paramedic
- Clinical Hub Paramedic
- Clinical Support Paramedic - SCC
- Industrial Paramedic
- Clinical Education Trainers

Rural & Remote Employment Opportunities

Rural & Remote Operations Recruitment Process will be conducted on a 'as needs basis' to fill vacancies. The following qualifying criteria required to apply for a country vacancy will be included in the advertisement:

- Have a minimum three years' experience as an Ambulance Paramedic or equivalent on road operational classification (e.g. Station Officer)
- A minimum of 204 Ambulance Paramedic shifts performed.
- A minimum of 4 weeks country relief experience in the last 5 years or previously held a Country Paramedic or Community Paramedic position within the last 5 years.

Urban & Coastal (Non-Metropolitan) Employment Opportunities

Urban & Coastal (Non-Metropolitan) appointment process will be conducted on a 'as needs basis' to fill vacancies. The following qualifying criteria required to apply for a vacancy will be included in the advertisement:

- Have a minimum three years' experience as an Ambulance Paramedic with St John WA.
- A minimum of 204 Ambulance Paramedic shifts performed or classified as AP2.
- A minimum of 12 months in an operational Paramedic role with St John WA.
- A minimum of 4 weeks country relief experience in the last 5 years or previously held Country Paramedic or Community Paramedic position within last 5 years.

Eligible St John WA paramedics who apply are progressed based on their Ambulance Sequence Number (ASN), which broadly reflects their length of service with the organisation, with longer-serving eligible team members receiving priority.

For prospective paramedics considering a career with St John WA, these pathways demonstrate the breadth of opportunities that may become available as you gain experience and progress your career within the organisation.

ROSTERS AND SCHEDULES

At St John WA, we have a range of rosters that run for an 8-week duration. At the commencement of your career, you will primarily be required to complete the 224-roster pattern.

Rosters

224 roster pattern which consists of 2 days,2 nights and 4 off. 11-hour days & 13-hour night shifts.

There are four shift colours:

- Black
- Red
- Blue
- Green

Paramedics are generally rostered at a station for an 8-week period, which constitutes one full roster cycle. At the end of each cycle, you may be allocated to a different station depending on operational needs.

Your home station is determined by the rosters team based on the station closest to your residential address within the Metropolitan Area. To minimise travel time and reduce fatigue, where possible, we aim to keep each paramedic rotating between the same 2–4 stations within that 45-minute radius. The exact number of stations available to you will depend on the area in which you live.

As a new team member to St John WA, you will be required to complete a probation period of 3 months. Once the probation period is complete, you may also nominate a Preferred Station.

Country Relief

Paramedics are eligible to apply for rural relief positions once classified as an Ambulance Paramedic AP2 and have 12-months experience working in the metropolitan area.

ELIGIBILTY TO APPLY

To be eligible to apply for a Qualified Ambulance Paramedic position you will need to be an Australian Citizen or Permanent Resident of Australia who is eligible for full time, on-going employment.

Further Eligibility Criteria is outlined as below:

- Completed a minimum 2 years of service as an operational paramedic within a recognised jurisdictional/emergency ambulance service, including the requirement to drive under emergency conditions.
- Held a paramedic position in a clinical setting within the last 2 years.
- Completed a degree in Paramedicine from a recognised AHPRA approved program of study course provider or recognised international education provider.
- Professional registration with the Paramedicine Board of Australia with no restrictions.
- Successfully complete the medical and fitness assessment.
    - These assessments are designed to assess your physical and psychological ability to fulfil the inherent requirements of the role.
- Possess, as a minimum, a current, unrestricted WA 'C' or 'CA' Class Driver's Licence and have a good driving history. Probationary drivers will not be considered.
    - A loss of licence, any serious traffic convictions in the last four years, or an accumulation of more than six demerit points, will result in an unsuccessful application.
- Demonstrate a clear criminal record; a National Police Clearance, including a traffic convictions and infringements report is required as part of the recruitment process.

Application Process

When the application process commences, an 'Apply Now' link will become available on the careers.stjohnwa.com.au website. It is important to note that the application process is thorough and can take some time.

You will be required to complete an online application form including questionnaires and provide the documents outlined below.

Cover Letter

Your cover letter should include a statement expressing your motivations in applying for the role and demonstrate why you believe you are suitable for this position. You may wish to make additional comments about the personality traits you possess and some of your achievements that align well with the duties of a Paramedic. You should also provide your contact details.

Resume

Your resume should include your personal details, working history, academic qualifications, the contact details of two professional referees and any other achievements you feel are relevant to the role. You will need to include the following as attachments with your application –

- A front and back copy of your current no restrictions 'C' or 'CA' class driver's licence.
- Paramedic qualifications, degree, transcript or equivalent
- Proof of paramedicine registration or equivalent.
- Proof of Australian working rights.

THE RECRUITMENT PROCESS

The recruitment process is designed to assess and identify the most suitable candidate for the Qualified Ambulance Paramedic position. The recruitment process assesses many areas including personality and behaviours, skills assessment, and general capacity to fulfil the requirements of the role.

1. Online Application

You will be required to complete an online application form including questionnaires and provide the documents outlined above in the 'Application Process' section. It is important to note that the application process is thorough and can take some time. The Talent Sourcing team will review each applicant's qualifications, experience and suitability for the role.

2. Credentialing

The Talent Sourcing team will request you complete the Paramedic scope of practice credentialing document and Confirmation of Service Letter from your current or most recent jurisdictional ambulance service. Once received, our Clinical Education team will review and verify your qualifications, certifications, licenses, and other credentials to ensure you meet the necessary requirements and standards set by St John WA.

3. Psychometric Assessment

We use a number of psychometric assessments to understand your personality traits, values, motivations and cognitive abilities.

4. Assessment Centre

An assessment centre is a multi-method, multi-assessor process used by organisations to help select team members; during the assessment centre, you will be required to participate in two separate interviews. The behavioural interview consists of a series of questions intended to assess how you respond in certain situations, how you solve problems, and how you interact with others. The clinical interview are scenario-based questions which are designed to test your knowledge and decision-making skills in real-world paramedic situations. This assessment is conducted remotely.

5. Certified Documents

Should your application progress from the assessment centre, you will need to provide copies of the following: (These documents must be certified by an authorised officer which can include 'Police Officer, Justice of the Peace', 'Pharmacist' or 'Solicitor').

- Proof of Permanent Working Rights in Australia – You must provide proof of Australian Citizenship or Australian Permanent Residency Status with eligibility for on-going employment in Australia.
- A National Police Clearance - which can be obtained from your local Post Office or online via police.wa.gov.au. The National Police Clearance is to be ***no older than three months*** at the time of the request.
- Traffic Infringement Report.
- Current unrestricted 'C' or 'CA' driver's licence. Please ensure you provide 'front' and back' certified scanned copies of your current unrestricted driver's licence.
- Bachelor of Paramedical Science Certificate or equivalent
- AHPRA registration certificate – Must be registered for paramedicine with no restrictions.
- Pre-Employment Health Assessment form – provided by St John WA.
- Medical Declaration form – provided by St John WA.

5. Functional capacity and medical assessment

The Functional Capacity and Medical Assessment is designed to assess your ability to undertake the physical requirements of the role.

Important things to note:

Candidates may not have an outcome for their application until the end of the recruitment process.

Upon successful offer of employment, candidates will be required to obtain a light rigid license and participate in the required immunisation program.

REMUNERATION, WORKPLACE AND BENEFITS

Rates of Pay - Ambulance Officer/Paramedic

All terms and conditions of employment are in accordance with the Ambulance Officers'/Paramedics Enterprise Agreement 2024. A summary of rates of pay effective from 1 July 2026 are below:

Position Title	Base Rate (Weekly)	Total Weekly (Shift Loading Included)	Total Annually
Ambulance Paramedic (AP1)	$1,845.88	$2,483.43	$129,552.23
Ambulance Paramedic (AP2)	$1,943.30	$ 2,614.50	$136,390.06
Ambulance Paramedic (AP3)	$ 2,041.12	$ 2,746.11	$143,255.64

Leave Entitlements

All terms and conditions of employment are in accordance with the Enterprise Agreement. Team members are entitled to annual leave of four (4) weeks per calendar year. If the team member is a shift worker and is regularly required to work Sundays and public holidays they will be entitled to the following additional leave.

- 1 week per annum as a shift worker.
- 1 week per annum in lieu of public holidays.
- 2 weeks per annum in lieu of accrued days off.

As a new team member, you begin with a zero-leave balance, as you did not accrue leave in the previous year.

Your annual leave over the first 2-3 years will be structured on a pro-rate basis. Leave will be set in blocks of 4-6 weeks, with the number of weeks determined by your induction start date and your future accruals. Leave allocations have been planned to ensure that you are not overallocated in your first 2-3 years.

St John WA will as far as practicably attempt to accommodate requests for changes to leave, including requests for annual leave to be taken in blocks made up of no less than:

- one (1) block of four (4) consecutive weeks.
- two (2) blocks of two (2) consecutive weeks.

Reclassification

All successful candidates will join St John WA at the AP1 classification.

Following the successful completion of the induction and tutoring/logbook period, you may request for your application to be recredentialed. If you meet the necessary criteria (directly comparable service in an ambulance jurisdiction), this could result in your recognition at a higher classification, such as AP2 or AP3.

Please note that People Services may require additional evidence to review the reclassification, and this will be determined during the review process. This review process only takes place once you commence and is not linked to the recruitment process.

Uniforms
Your uniform will be provided by St John WA, it is designed to reflect the professional image of the organisation, meet infection prevention and control standards, whilst being functional and comfortable.

Salary Packaging
Team members of St John WA are entitled to certain salary packaging benefits. This enables team members to salary package expenses from their pre-tax salary up to a predetermined limit each year. A Maxxia representative will attend the induction to explain the benefits.

Health and Wellbeing Allowance
As an incentive for team members to engage in a fitness program St John WA will reimburse team members for the hire of fitness equipment and/or memberships to gyms and some clubs.

Free Ambulance Cover
All team members of St John WA and their dependent family members will have access to free ambulance cover. The information contained within this document is correct at the time of publication. Please note that entry, prerequisites and conditions of employment may change without notice.

Important Contact Information
St John WA Careers Team
Email: careers@stjohnwa.com.au
Phone: 1800 086 751
Website: https://careers.stjohnwa.com.au/

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