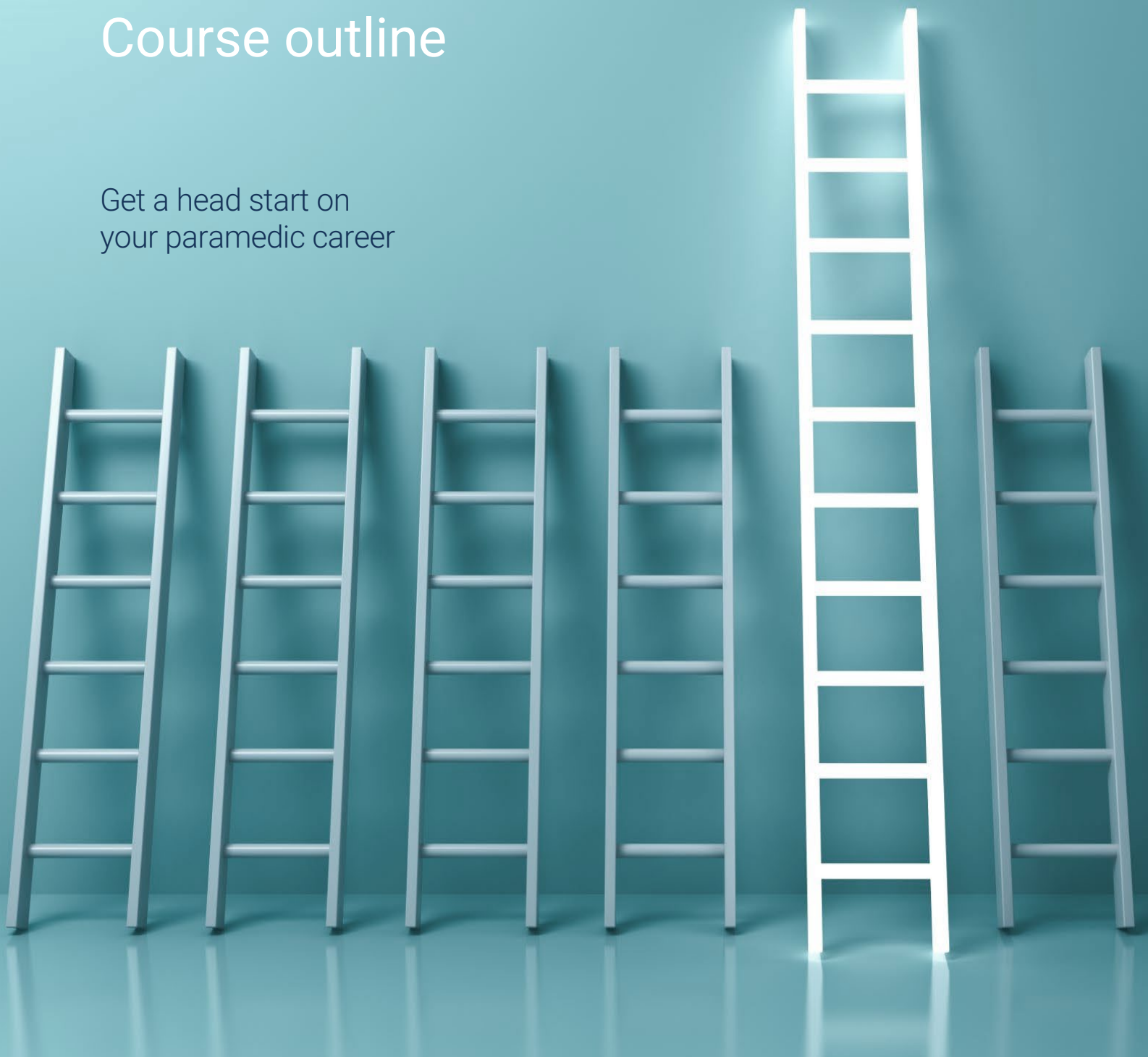


Professional practice programs for paramedicine

Grad start pilot program

Course outline

Get a head start on
your paramedic career



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 Australasian College of
Paramedicine

Introducing Professional practice programs for paramedicine

The transition to pre-employment, university-based education for paramedics has led to the development of a more professional role, and to a desire to adopt a more traditional approach to professional career pathway development. Undergraduate education provides a professional baseline, but future career development depends on the acquisition and maintenance of enhanced competencies.

As the peak professional body for paramedics in Australasia, the **Australasian College of Paramedicine** provides a respected voice in determining how changes in health service provision, legislation and clinical practice are shaped and implemented to enhance the quality of patient care.

The College's **Professional practice programs** will provide paramedics with ongoing training, qualifications and continuing professional development throughout their careers, to demonstrate the highest commitment and standards for quality paramedic care.

Course outline

Grad start (pilot) program

The Australasian College of Paramedicine (the College) is committed to leading the evolution of paramedicine to improve health outcomes for our communities. Our purpose is to engage the profession, drive excellence and advance paramedicine. As a part of our commitment to inspire excellence, we are developing a professional year of practice, to support and enhance the learning of newly registered paramedics.

Embedded within the Paramedic Professional Year, **Grad start** will provide a crucial foundation of support and guidance for graduates as they embark on their new career. Grad start is suitable for graduates who have not yet secured full-time employment in the profession or can be undertaken synergistically alongside a service induction.

Foundation Level 0	Foundation Level 1
<i>Post university pre-employment or early employment</i>	<i>Early employment or preparing for employment</i>
Guided online learning	Guided online learning
Focus on: <ul style="list-style-type: none">professional preparedness	Focus on: <ul style="list-style-type: none">Domain 1: Professional and ethical conductDomain 2: Professional communication and collaboration

Grad start is designed to be self-paced over three months; however, graduates may choose to complete the program over a shorter duration.

Professional capabilities for registered paramedics

Grad start program content is mapped to the [Professional capabilities for registered paramedics](#). The capabilities identify the knowledge, skills and professional attributes needed for the safe and competent practice of paramedicine in Australia. A practitioner's capability will expand and improve as they gain professional experience.

During practice, paramedics will demonstrate elements from several domains. This recognises that competent professional practice is more than a sum of each discrete part. It requires an ability to draw on and integrate the breadth of capabilities to support overall performance.

- ❖ Receive the teaching and tools to make a successful transition to the paramedic profession.
- ❖ Foster your professional identity through a community of practice, with access to expert mentoring and peer support.
- ❖ Grow your confidence and contacts for a rewarding career.

Get a **head start** on your paramedic career



The learning journey

Welcome! You will meet graduates from all over the country and be introduced to the College Education Team via a live Zoom meeting. We'll take you through how to engage in the program, what the learning looks like and what to expect.

Phase 1: Commencing your career

The first learning activity centres on the webinar [Transitioning from student to graduate paramedic](#). In virtual discussion groups, we'll unpack how you can succeed as a graduate - in new and unfamiliar environments. A guest panel of experts from varied paramedic contexts will share their guidance and give you the opportunity to ask questions.

During self-directed learning tasks, you will watch two more webinars [How to smash your grad year, and which pitfalls to avoid](#) and [Laying the roadmap for your clinical career](#) and listen to two podcasts. We will meet to discuss these and reflect with you on your learnings.

These learning activities will establish a foundation for continuing professional development throughout your career. You will also commence development of your professional portfolio with work that contributes to your professional year, and which provides an example of your professional commitment to show prospective employers.

Phase 2: Finding your professional identity

Understand the importance of paramedic responsibilities to your new career. Learn how to present yourself as a professional paramedic, how to foster your career, avoid burnout, problem-solve and navigate the challenging environments you will face.

Part self-directed learning and part discussion-based forums, this phase will provide opportunities for you to meet and engage in conversation with other graduates and experts, participate offline in discussion forums, and develop a holistic wellbeing plan that cultivates a long and healthy career. Topics we will address include:

- Introduction to ethical practice and duty of care
- Mandatory reporting
- Informed consent
- Critical thinking and clinical error
- Stress and adaptation in the work environment

Phase 3: Investigating attitudes for professional practice

With open discussion forums and self-directed learning, we will focus on learning how to present a culturally aware approach to paramedic practice. In an adaptive and engaging way, learn about recognising biases and breaking down barriers to inspire inclusive care. Learning includes:

- Breaking down the barriers: Rosemary Wanganeen
- Closing the gap: hear our stories, share our stories.
- The Debrief - EP18: Implicit bias. Prejudice. Implicit attitude.
- Understanding paramedics' experiences of everyday racism in Australia
- Unlocking the code of conduct

We will close the program with a live Zoom meeting where participants are introduced to the [Applied practice](#) phase of the Paramedic Professional Year.

We will also discuss the role of the College in advocating for and advancing the paramedic profession, as well as the benefits and ongoing opportunities for you to engage and grow professionally.



The **Grad start** program is aligned with the foundation levels of the Paramedic Professional Year.

Throughout all phases of **Grad start** participants will have access to a varied network of experienced professionals to aid their transition to the workforce.

eLearning	Webinars	Podcasts	Discussions	Forums	Portfolio

Timetable

Month	Schedule	Activity	Method	Duration	
1	Introduction	Introducing the course, participants and College team	Zoom 1 Webinar	120 mins	120
	Commencing your career	Transition from student to graduate Mon 15 July at 11.00am AEST	Live discussion Mandatory		
		How to smash your grad year, and which pitfalls to avoid	Recorded webinar	30 min	150
		Laying the roadmap for your clinical career	Recorded webinar	30 mins	180
		The Debrief - EP20: Supporting new graduates - living and working outside Aust.	Podcast	36 mins	216
		The Debrief - EP21: Supporting new graduates - exploring preceptorship	Podcast	38 mins	254
Check-in	Creating your professional portfolio Wed 14 August at 2.00pm AEST	Zoom 2 Optional	45 mins	299	
2	Finding your professional identity	<i>Online discussion board and forums</i>			
		Introduction to ethical practice and duty of care	eLearning	90 mins	389
		Mandatory reporting	eLearning	90 mins	479
		Informed consent	eLearning	90 mins	569
		Critical thinking and clinical error	Recorded webinar	72 mins	641
	Stress and adaptation in the work environment.	Recorded webinar	40 mins	681	
Check-in	Wellbeing and strategies to reduce burnout Tues 17 September at 5.00pm AEST	Zoom 3 Optional	45 mins	726	
3	Investigating attitudes for professional practice	<i>Online discussion board and forums</i>			
		Breaking down the barriers: Rosemary Wanganeen	Recorded webinar	60 mins	786
		Closing the Gap: hear our stories, share our stories	Recording	8 mins	794
		The Debrief - EP18: Implicit bias. Prejudice. Implicit attitude.	Podcast	60 mins	854
		Understanding paramedics' experiences of everyday racism in Australia	Recorded webinar	20 mins	874
	Unlocking the code of conduct	Recorded webinar	20 mins	894	
Ahpra: Shared code of conduct	Supported reading				
Completion	Preparing for applied practice / Your peak body Thurs 17 October at 12.00pm AEST	Zoom 4 Mandatory	60 mins	954 mins	
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #ADD8E6; margin-right: 5px;"></div> Live event </div>					20hrs
3+	Program evaluation	Participant survey and feedback	Survey Mandatory	10 mins	



Live event

20hrs

3+	Program evaluation	Participant survey and feedback	Survey Mandatory	10 mins	
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Learning outcomes



Introduction to ethical practice and duty of care

1. Understand the basic principles of ethics and social justice theory.
2. Identify relevant sections of the code of conduct pertaining to ethical practice.
3. Apply an ethical framework to problems in your practice in order to make ethical decisions.
4. Understand the basic principles of duty of care and your obligations under these principles.
5. Identify relevant sections of legislation pertaining to duty of care.
6. Apply duty of care principles to your practice in order to make ethical decisions.

Informed consent

1. Summarise the concepts of informed consent and implied consent.
2. Demonstrate the language required to gain informed consent from patients/guardians.
3. Apply ethical decision-making strategies where informed consent is not possible.
4. Apply decision-making strategies to determine the capacity of a patient/guardian.
5. Interpret law regarding the consent for treatment of a minor.

Mandatory reporting

1. Describe the obligations of registered paramedics.
2. Identify and discuss the circumstances that do and do not trigger a mandatory notification.
3. Recognise professional standards relating to paramedicine.
4. Identify and discuss how to make a mandatory notification to the relevant regulatory body.
5. Recall and interpret the process involved when the regulatory body receives a notification.

Transition from student to graduate paramedic

1. Recognise critical aspects for success in the application through to the interview process.
2. Appraise the vital professional attributes of preparing an application.
3. Examine how to maintain a positive mindset during the recruitment and application stage.



How to smash your grad year and which pitfalls to avoid

1. Review the core values of a graduate paramedic.
2. Examine strategies to manage negative emotions and challenging thoughts.
3. Revise how to cope on the first day on the job and stay well mentally and physically throughout your career.
4. Employ structured goal setting to continue to learn effectively.

Laying the roadmap for your clinical career

1. Review future career options available for paramedics.
2. Examine how to prepare a job application to stand out among applicants.
3. Compare and contrast the career path after graduation.

Critical thinking and clinical error

1. Analyse clinical decision making.
2. Identify ways to maximise safety in practice.
3. Review strategies that increase job satisfaction and examine human factors and thinking skills.

Stress and adaptation in the work environment

1. Recognise and review stress responses in the body.
2. Identify stress responses and their impact on the mind and body.
3. Revise strategies to manage stress.

Breaking down the barriers

1. Examine the principles of griefology in relation to understanding ancestral grief.
2. Recognise the impacts of intergenerational Aboriginal disadvantage.
3. Revise the historical events that have impacted the lives of First Nations Peoples.
4. Distinguish ways that help overcome barriers for First Nations Peoples in accessing healthcare and participating in society.

Understanding paramedics' experiences of everyday racism in Australia

1. Promote awareness among paramedics of diverse cultural backgrounds.
2. Investigate existing attitudes of everyday racism in the workplace.
3. Examine contributing factors that add to experiences of racism.

Unlocking the code of conduct

1. Define a professional code.
2. Review Australian Paramedics' perceptions of the Paramedicine code of conduct.
3. Investigate the application and purpose of the code of conduct in paramedicine.

The Debrief - EP20: Supporting new graduates: living and working outside Australia

In this episode of The Debrief exploring preceptorship and the experiences and support of new graduates, we have Tara McAndrew interviewing Daynah Nash.

Daynah completed her studies here in 2020 and then headed over to work in the UK just as the heat was turning up on COVID-19. Daynah took a chance, decided to go, and hasn't looked back since. For anyone who has ever thought about working in the UK or overseas, this episode is for you!



The Debrief - EP21: Supporting new graduates: exploring preceptorship

In this episode, exploring preceptorship and the experiences and support of new graduates, Tara McAndrew interviews Jane Kenny about her career transition into paramedicine.

The Debrief - EP18: Implicit bias. Prejudice. Implicit attitude.

Implicit bias. Prejudice. Implicit attitude. Synonyms of the same theory – essentially: an attitude or a perception of someone [particularly a patient] of which we are not consciously aware. The brain has a natural tendency to sift, sort and categorise information about the world around us which is an innate formation of implicit bias.

It is normal. But how does it affect the way we treat patients, how they are able to access health care and the consequences that overflow into long term outcomes? In this podcast we discuss implicit bias, what it is and elements of it in pre-hospital practice. An eye opening and informative chat that highlights the potential for ongoing impacts on the patient's health journey.

Closing the gap: hear our stories, share our stories

Listen to the stories from real people about their journey, their experiences, and the effects of systemic racism. Be inspired to make things better.



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