



3 August 2021

Brett Adie
AEAV Secretary
United Workers Union
PO Box 327
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By Email: Brett.Adie@unitedworkers.org.au
Miranda.Jamieson@unitedworkers.org.au

Dear Brett

Re: Proposed changes to MICA Selection & MICA Internship Program

I am writing in regard to proposed changes to Ambulance Victoria's (**AV**) MICA Selection process and MICA Internship Program.

The attached correspondence, issued to AV's operational workforce today, details the proposed changes, which are further summarised below. Consultation on the proposed changes commences today and closes on Tuesday 10 August 2021.

MICA Selection Process

In recent times, Operational Capability and People & Culture divisions have worked together to undertake a review of the MICA selection process in response to feedback on the current endorsement process and its application as a selection tool to support readiness for MICA training.

In consideration of this feedback, and research into Intensive Care Paramedic recruitment practices of other Jurisdictional Ambulance Services (JAS) in Australasia and Victorian Emergency Service organisations, AV is proposing some changes to its MICA selection process.

The revised MICA selection process will support career progression and development, ensuring fair, accessible and consistent outcomes within a merit-based selection process. This approach will be supportive and inclusive for all staff across various employment types and is aligned to AV's operational selection processes.

To support a more objective, self-reflective and contemporary approach, the revised MICA selection process will see removal of the self-select MICA TM/CSO endorsement process, and will be replaced with the following reflective learning tools and assessments:

- Objective Structured Clinical Examination (**OSCE**) consisting of clinical scenarios. The OSCE will be governed by the Learning Education and Development framework assessment.



- Saville wave assessment. This is an online leadership capability assessment, namely WAVE Focus Style, applied to gain further insight into the applicant's preferences, strengths, needs and talents in alignment with the capabilities expected of a MICA Paramedic.
- e-portfolio of evidence which summarises and demonstrates the candidate's knowledge in the following key skills:
 - effective communication
 - leadership knowledge
 - clinical knowledge and applied skills
 - evidenced based clinical decision making and ethical decision making through reflective practices.

All other existing assessment and selection tools will remain, including Online Clinical Exam, behavioural interview, reference and probity checks.

To progress through the process, applicants must pass the online clinical exam. At the end of the process, assessment results will be consolidated, providing an overall outcome score. Applicants with the highest overall score will be ranked first and eligible for a MICA training offer.

The revised MICA selection process, applicable to those applying from 2021 and beyond, also be streamed into two streams for applicants:

- **Stream 1:** Those applying for the MICA Intern trainee program with AV and subsequent appointment as a MICA Paramedic.
- **Stream 2:** Those who possess the Graduate Diploma Specialist Paramedic Practice (**GDSPP**) or the Graduate Diploma Emergency Health (**GDEH**) or equivalent who will commence the AV Bridging Program if they are selected and then commence on road.

Ambulance Victoria will also be undertaking recruitment of Intensive Care Paramedics nationally.

MICA Internship Program

AV is also proposing some changes to the MICA Internship program.

AV has provided scholarships for completion of the GDSPP online for some time. As a result of feedback from past participants, in 2020, AV migrated the GDSPP to a standard four semester program rather than a combination of standard and summer semesters.

In response to the COVID-19 pandemic, all GDSPP and Aeromedical Retrieval (**M4022**) programs were required to be delivered online. AV is proposing permanent changes to the MICA Internship program.

Historically, the GDSPP and M4022 programs consisted of both online and on-campus education. AV MICA students were provided with the same online content for all students enrolled in the GDSPP program nationally. In conjunction with the online component, AV students were provided with additional residential face-to-face learning, consisting of both theory and practice learning.

AV is proposing the removal of face-to-face delivery during the University semesters and continue with online delivery for both GDSPP and M4022 programs. This will see AV delivering a six-week intensive Bridging program for GDSPP graduates, prior to commencing the on-road training phase, and for M4022 students, a nine-week Vocational program at Air Ambulance.



Removal of the face-to-face component while studying the GDSPP and M4022 programs provides staff with more flexibility, including those with parental or carer responsibilities, or for those on parental leave. The switch to online delivery also aligns the program nationally.

As mentioned above, we seek your feedback on these proposed changes by **Tuesday 10 August 2021**.

Please contact me directly via email or on 0475 967 145 if you have any questions or would like a briefing to further discuss the proposed changes.

Yours sincerely



Emily Milonas
A/Senior Advisor, Workplace Relations

