

**Subject:** Proposed changes to MICA Selection & MICA Internship Program

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**From:** Thomson, Simon <[simon.thomson@ambulance.vic.gov.au](mailto:simon.thomson@ambulance.vic.gov.au)>

**Sent:** Tuesday, 3 August 2021 4:34 PM

**To:**

**Subject:** Proposed changes to MICA Selection & MICA Internship Program

Dear all

The Operational Capability division takes a lead role in ensuring AV's education programs and strategies are continuously refined to support the ongoing improvement of clinical services to the community while responding to present and future service delivery and organisational needs.

In recent times, our Operational Capability and People and 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 proposed revised MICA selection process, as detailed below, 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.

## **MICA Selection Process**

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. This 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 Graduate Diploma Specialist Paramedic Practice (GDSPP) online for some time. In 2020, AV migrated the GDSPP program to a standard four semester program rather than a mix of standard and summer semesters as a result of feedback from participants.

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.

The historical approach to 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 to remove the face-to-face delivery during the University semesters and continue with online delivery for both GDSPP and M4022 programs. Instead for GDSPP graduates, AV will deliver a six-week intensive

Bridging program 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.

## **Next steps**

If you have any questions, or would like to provide feedback on the proposed changes, please speak with a member of the Post Graduate & Specialist Education team, or send an email to [PGSP.feedback@ambulance.vic.gov.au](mailto:PGSP.feedback@ambulance.vic.gov.au) – by **Tuesday 10 August 2021**.

Kind regards

**Simon Thomson**

**Director – Operational Capability**

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