



Australasian College of
Paramedicine®

Australasian College of Paramedicine

**AUSTRALASIAN CLINICAL
PRACTICE FRAMEWORK
FOR PARAMEDICINE |
TE ANGAMAHI HAUMANU
O AHITERĒHIA MŌ NGĀ
MANAPOU TATA**

Version 1

February 2026

Te Reo Māori translation prepared by Ōkupu

www.paramedics.org

Acknowledgements | He kupu whakamānawa

The College acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land and sea in which we live and work. We recognise their continuing connection to land, sea and culture, and pay our respects to Elders past, present and future.

The College acknowledges the unique role of Māori as Tangata Whenua and embrace Te Tiriti o Waitangi, recognising Māori as tino rangatiratanga of Aotearoa New Zealand while supporting the guiding principles of Te Tiriti – Tino rangatiratanga, Equality, Active protection, Options, and Partnership.

A paramedicine initiative proudly developed by the Australasian College of Paramedicine in consultation with the paramedic profession and the wider health sector.

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Introduction | He kupu whakataki

The Australasian College of Paramedicine (the College) developed the Australasian Clinical Practice Framework for Paramedicine (Framework) to establish an overarching clinical practice structure that provides a clear clinical career path for paramedics, outlines paramedic professional capabilities for educational providers and employers, and provides professional guidance for the Australasian health sector for the benefit of effectively utilising the paramedic workforce to improve person-centred care across all communities.

Over the course of two years, the four-level structure of the Framework has been designed and developed in consultation with the paramedic profession and wider health sector (Appendix 1). Underpinning its development are the guiding principles which ensure the Framework is informed by the professional capabilities as determined by the regulators across Australasia, the education and experience required for each level, and its impact on improving healthcare access and outcomes.

The structure of the Framework is based on four levels, with each level requiring a minimum expectation of education and years of experience. Therein, the levels outline capability domains (and pillars where relevant), practice level statements and definitions. The capabilities presented at each level incorporate and extend those that precede it. The Framework is not intended to define role titles or descriptions, as they are determined by the employer, rather its purpose is to define the clinical practice level of paramedicine.

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A guide to using the Framework | He aratohu mō te Angamahi

Who should use the Framework?

The Framework is designed to be used as a guide for:

- paramedics in pursuit of building capability and career progression
- clinical practice employers designing and/or enhancing the skills-mix within clinical teams e.g. multidisciplinary teams
- educational providers in the development of clinical courses
- governments, services and organisations in the design of policy and legislation, strategic development, and workforce planning

How and why should the Framework be used?

The Framework can be used to guide and plan:

- career development and employment opportunity
- clarity for those aspiring to and holding clinical leadership roles
- the development of role titles and descriptions
- the identification and review of role objectives in appraisals
- the development of multidisciplinary team strategies, structures and governance, policy and legislation
- the review and development of educational content

Check out the useful links on page 12 for further information on regional regulation and guidance.

Guiding principles | Ngā mātāpono ārahi

The Framework has been developed with person-centred care at the centre of three guiding principles. These principles ensure that the care delivery remains focused on health outcomes, while promoting quality, safety, and equity across all settings.

1. Capabilities and expectations

The Framework defines clear expectations for paramedic capabilities, education, and experience at each level, aligned with the regulatory requirements for registration in Australia and Aotearoa New Zealand. Its purpose is to ensure paramedics deliver best-practice, person-centred care, adapt to evolving circumstances, innovate in complex situations, and continually enhance their professional performance.

2. Usability and accessibility

Critical to the success of the Framework is its usability for consumers across health systems and settings. Consumers refers to those seeking guidance and understanding of paramedic capabilities, educational and experiential levels.

Cultural safety for consumers across Australasia is essential for providing respectful, effective, and inclusive care to diverse communities, fostering trust and improving health outcomes. The Framework has incorporated Māori language and perspectives to ensure culturally and competent healthcare across Aotearoa New Zealand and to improve the Framework's usability and accessibility.

3. Healthcare impact

The Framework aims to positively impact the healthcare sector by establishing consistently recognised levels across the paramedic profession and the broader health system. Developed in alignment with existing frameworks, systems, and terminology, it also serves as an interprofessional integration and education tool to enhance health literacy.

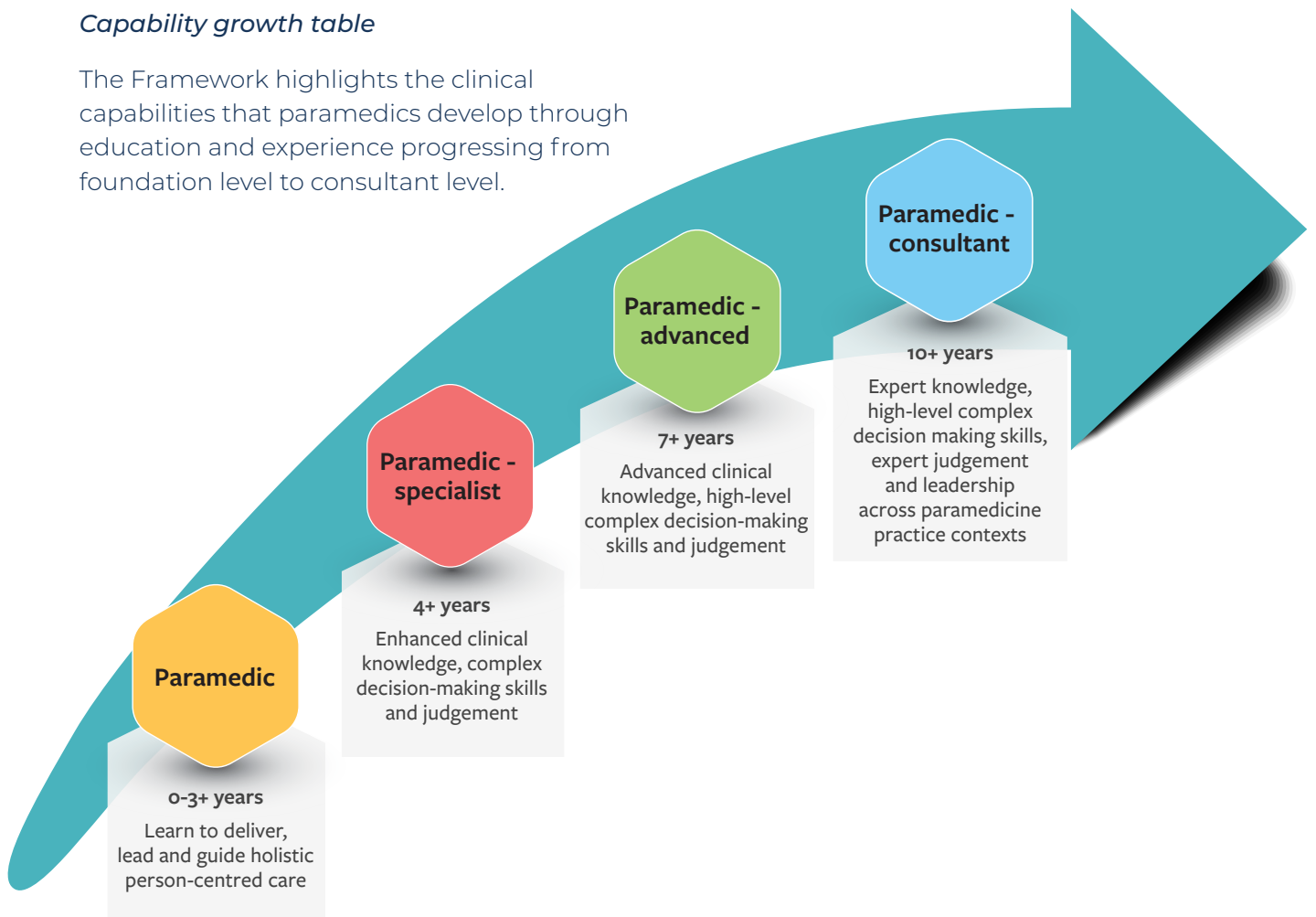
The Framework | Te Angamahi

Building capability, education and experience

The Framework draws on analysis of existing international, regional and local frameworks and is designed with consideration to its impact within an Australasian context. It is recommended that the Framework be applied alongside local policies and legislation, regulations, and standards.

Capability growth table

The Framework highlights the clinical capabilities that paramedics develop through education and experience progressing from foundation level to consultant level.



Level	Title	Education	Practice level descriptors
1	Paramedic	Foundation PGY0-1	Registered health practitioner who uses clinical knowledge, skill and judgement to confidently deliver holistic, person-centred care.
		Intermediate PGY2-3	
		Experienced PGY3+	
2	Paramedic – specialist PGY4+	Bachelor degree in Paramedicine or Health Science (or equivalent) AQF* / NZQF* level 7	Enhanced clinical knowledge, complex decision-making skills and judgement.
3	Paramedic – advanced PGY7+	Postgraduate diploma in area of clinical specialisation (or equivalent) AQF / NZQF level 8	Advanced clinical knowledge, high-level complex decision-making skills and judgement.
4	Paramedic – consultant PGY10+	Master’s degree in area of specialisation AQF / NZQF level 9	Expert knowledge, high-level complex decision-making skills, expert judgement, and leadership across paramedicine practice contexts..
		Doctorate AQF / NZQF level 10 or multiple Master’s qualifications (i.e. clinical and leadership)	

The Framework in detail |

Ngā taipitopito mō te Angamahi

Paramedic | Manapou tata

Level 1

<p>Definition</p>	<p>A paramedic is a registered health practitioner who uses their clinical knowledge, skills and judgement to provide healthcare services in the provision of emergency, urgent and primary assessment, diagnosis and treatment of patients, including provision of clinical advice, referrals and, where required, transport. Paramedics possess complex knowledge and skills, a broad scope of practice and are an essential part of the healthcare system.</p> <p>Paramedics liaise with other healthcare providers and clinical personnel to foster a team approach to ensure services are provided in a timely and integrated approach in partnership with individuals, families and communities.</p> <p>Paramedics may also perform a variety of functions including policy development, leadership, management, research, training and education, and public liaison and communications roles.¹</p>
<p>Stages (indicative)</p>	<p>Foundation (PGY0-1) – graduate period of 12 months</p> <p>Intermediate (PGY2-3)</p> <p>Experienced (PGY3+)</p>
<p>Education</p>	<p>An approved program of study as determined by the registering bodies in Australia and Aotearoa New Zealand, usually a Bachelor of Paramedicine or Health Science (AQF / NZQF level 7) or equivalent.</p> <p>Experienced paramedics (PGY3+) may hold micro-credentialling / early practice specialisation.</p>
<p>Other requirements</p>	<p>Registration requires paramedics to meet several standards, such as:</p> <ul style="list-style-type: none"> · Code of Conduct · Cultural safety and clinical competence · Continuing professional development · Criminal history · English language · Professional indemnity (AU only), and · Recency of practice <p>Individual employers may have other requirements such as:</p> <ul style="list-style-type: none"> · Induction, internship period and ongoing professional development · Physical capacity and other health requirements (vaccinations etc.) · Vehicle licensing · Residence, military training and security clearance (Defence forces) · Other as defined by employers.

Paramedic – specialist | Manapou tata – mātanga whāiti

Level 2

<p>Definition</p>	<p>A paramedic – specialist (PGY4+) is a registered health practitioner who uses their enhanced clinical knowledge and skills, including complex decision-making and judgement, that is considered beyond the capabilities of an experienced paramedic level, to provide healthcare services primarily in their area of specialisation.</p> <p>A paramedic – specialist liaise and collaborates with other healthcare providers and clinical personnel, often in a clinical leadership capacity, to foster a team approach to ensure services are provided in a timely and integrated manner in partnership with individuals, families, and communities.</p>
<p>Education</p>	<p>An approved program of study as determined by the registering bodies in Australia and Aotearoa New Zealand, usually a Bachelor of Paramedicine or equivalent and PG Diploma (AQF / NZQF level 8) or equivalent qualification in area of specialisation.</p> <p><i>Notes:</i></p> <ul style="list-style-type: none"> - Honours Degree or Postgraduate certificates, while at AQF / NZQF level 8, are not considered sufficient to be considered a Paramedic – specialist. - Paramedics, educators and employers applying this Framework to design e.g. education course/papers, multidisciplinary teams or job descriptions should carefully consider the regulatory requirements and endorsement pathways specific to their region of health service delivery, as these may differ between jurisdictions such as Aotearoa New Zealand and Australia.
<p>Other requirements</p>	<p>Includes paramedic level requirements plus individual employers' requirements for specialist roles. In Aotearoa New Zealand, paramedics at this level must be endorsed by Te Kaunihera Manapou which recognises specialist paramedics with additional qualifications working within an expanded area of paramedic practice.</p>

Paramedic – advanced | Manapou tata – mātanga whānui

Level 3

<p>Definition</p>	<p>A paramedic - advanced (PGY7+) is a registered paramedic and a highly experienced health professional who has acquired and demonstrated an advanced knowledge base, complex clinical reasoning, and advanced decision-making This advanced level is achieved through extensive clinical experience, postgraduate education, and contributions across leadership, management, education, and research.</p> <p>A paramedic – advanced manages clinical care in collaboration with individuals, families, communities and other health professionals. Their role involves synthesising and analysing complex problems across diverse settings, and supporting systems that enable safe, effective, and person-centred care.</p> <p>Working with a high-degree of autonomy, a paramedic – advanced collaborates directly with patients and communities to assess, diagnose, and investigate health conditions. They are responsible for planning and implementing treatment plans, continuously evaluating the outcomes, and making necessary referrals to other healthcare providers when appropriate.</p> <p><i>Note: Paramedics, educators and employers applying this Framework to design e.g. education course/papers multidisciplinary teams or job descriptions should carefully consider the regulatory requirements and endorsement pathways specific to their region of health service delivery, as these may differ between jurisdictions such as Aotearoa New Zealand and Australia.</i></p>
<p>Education</p>	<p>Bachelor of Paramedicine or equivalent and Masters degree (AQF / NZQF level 9).</p>

Paramedic – consultant | Manapou tata – Kaiwhiriwhiri

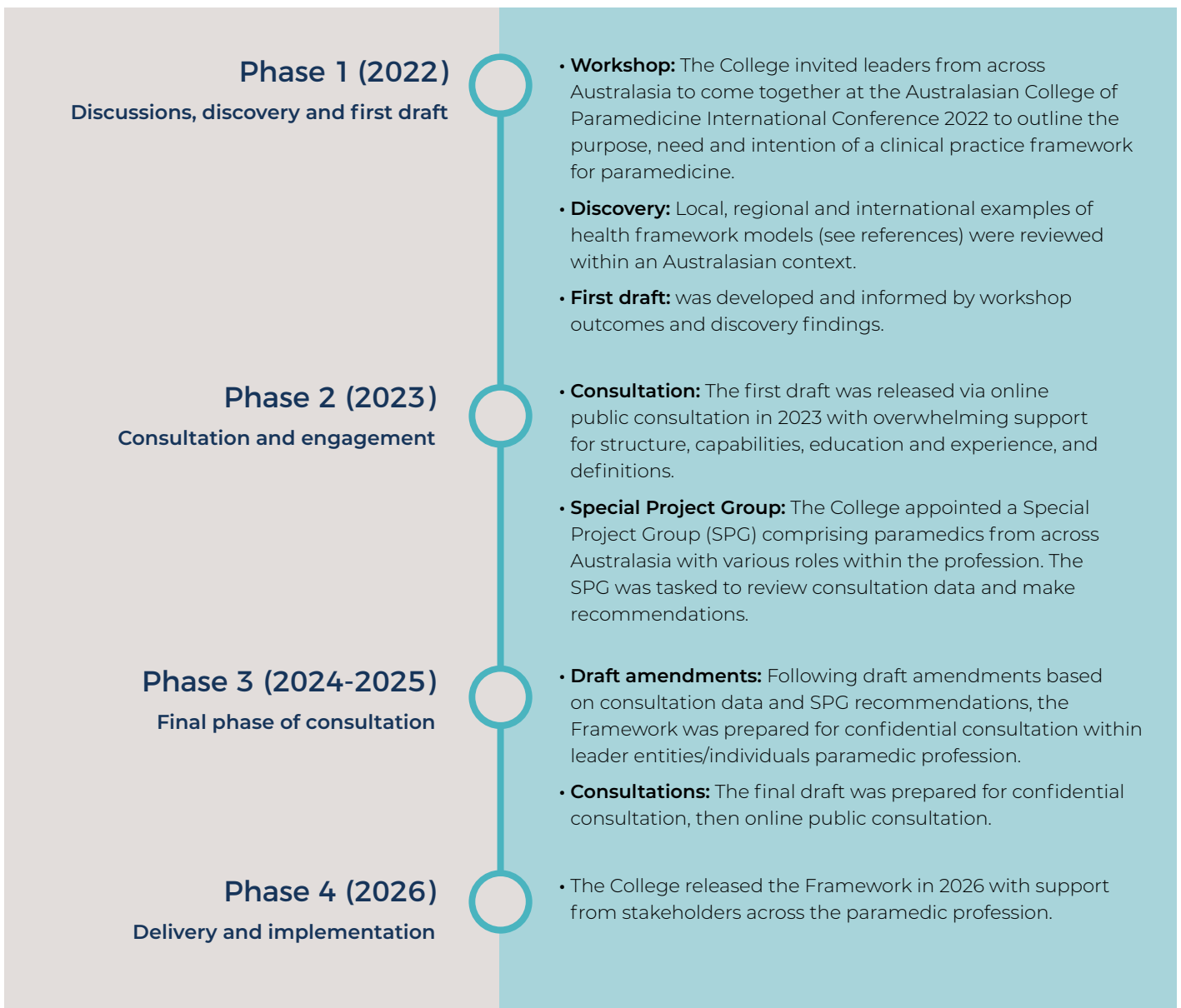
Level 4

Definition	<p>A paramedic - consultant (PGY10+) is a registered and autonomous health professional who demonstrates expert knowledge and understanding of clinical practice across practice contexts, along with knowledge of research methodologies and evidence-based practice that not only supports their expert clinical care but also contributes to the growing evidence base which informs ongoing patient care and system developments. They will apply significant knowledge and expertise across the domains of clinical practice, leadership and management, education and research, and will be able to synthesise and analyse complex system challenges, leading to innovative solutions to improve system outcomes and enhance health outcomes. This level of paramedic includes advanced practice knowledge and experience across multiple practice contexts, coupled with the ability to lead complex systems.</p> <p><i>Note: Paramedics, educators and employers applying this Framework to design e.g. education course/papers, multidisciplinary teams or job descriptions should carefully consider the regulatory requirements and endorsement pathways specific to their region of health service delivery, as these may differ between jurisdictions such as Aotearoa New Zealand and Australia.</i></p>
Education	<p>Bachelor, Masters and a Doctorate (AQF / NZQF level 10) or multiple Masters qualifications.</p> <p><i>Note: Postgraduate qualifications would likely cover both clinical and leadership areas.</i></p>

Appendix 1 | Ngā āpitihanga

The College would like to thank its stakeholders, the paramedic profession including individuals who volunteered their time to the Special Project Group, as well as professional advisors.

Consultation | Te whiriwhiri



Note: The College will conduct revisions of the Framework to incorporate advancements in clinical practice.

Useful links | Ngā tūhononga whai hua

This document builds on the work undertaken by the College's previous iteration, Paramedics Australasia, during 2011 and 2012, and incorporates the work by the registering bodies in Australia and Aotearoa New Zealand, and both international, regional and local health framework models.

- Paramedics Australasia, 2012, Paramedicine Role Descriptors, Version 211212
- Tertiary Education Quality and Standards Agency, Australian Qualifications Framework ([link](#))
- NZ Qualifications Authority, The New Zealand Qualifications Framework ([link](#))
- Paramedicine Board of Australia, Professional capabilities for registered paramedics ([link](#))
- Te Kaunihera Manapou | Paramedic Council, Scope of Practice and Prescribe Qualifications ([link](#))
- Te Kaunihera Manapou | Paramedic Council, He mātanga Manapou | Specialist paramedic practice, ([link](#))
- College of Paramedics (UK), 2018, Post Registration - Paramedic Career Framework, 4th Edition ([link](#))
- College of Paramedics (UK), Interactive Career Framework ([link](#))
- APNA Career and Education Framework for Nurses in Primary Health Care – Registered Nurses ([link](#))
- National Practice Standards for Nurses in General Practice – ANMF ([link](#))
- Multi-professional framework for advanced clinical practice in England – NHS ([link](#))
- Paramedic Specialist in Primary and Urgent Care Core Capabilities Framework – NHS ([link](#))
- Multi-professional consultant-level practice capability and impact framework – NHS ([link](#))
- Career Framework for Specialist Nursing Roles – Dept of Health, NI ([link](#))
- Multi-professional Practice-based Research Capabilities Framework - NHS ([link](#))

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