

# The Selection Process

## Pre-employment Tests

### Cognitive Aptitude Test

These tests are used to ascertain an applicant's level of general knowledge. All interstate Ambulance Services use similar tests.

This is a timed test conducted on a computer however no computer skills are necessary.

Candidates are required to correctly answer as many questions as possible in allotted time and must achieve a successful score of at least 50%.

This is a question and multiple choice answer assessment of verbal reasoning, numerical ability and abstract reasoning levelled at a Year 12 standard of education.

Examples are:

#### Verbal:

.....is to one as second is to..... A) two-middle B) first-fire C) first-two D)rain-fire  
Answer: C)

QUICK – soft, quiet, fast, early, sharp?  
Answer: Fast

#### Numeracy:

What is the next in this sequence?  
2,6,4,8,6,10,8  
Answer 12 (sequence is +4, -2)

Abstract Reasoning: What is the next in this sequent of events?

X		X		X	
---	--	---	--	---	--

Answer:

				X
--	--	--	--	---

### Personality Profile

There are no correct answers in this untimed assessment. It is designed to profile your likes, dislikes or preferences.

An example of a question follows:

"I prefer to watch television news services in preference to television sports coverage."

Choose: Always, Sometimes, Never

A clinical psychologist will assess results.

## **Medical and Physical Assessments**

(For candidates who progress to this stage)

*The duties you will be required to perform in this role are of an extremely physical nature. Applicants with a known medical condition may wish to consult their medical practitioner to determine their overall suitability for a role.*

*SA Ambulance Service has a duty of care to ensure that all potential employees are fully fit and meet the stringent requirements of the position. The Ambulance Service reserves the right to select candidates who best achieve those standards.*

Two external providers are contracted to conduct these examinations on behalf of SA Ambulance Service.

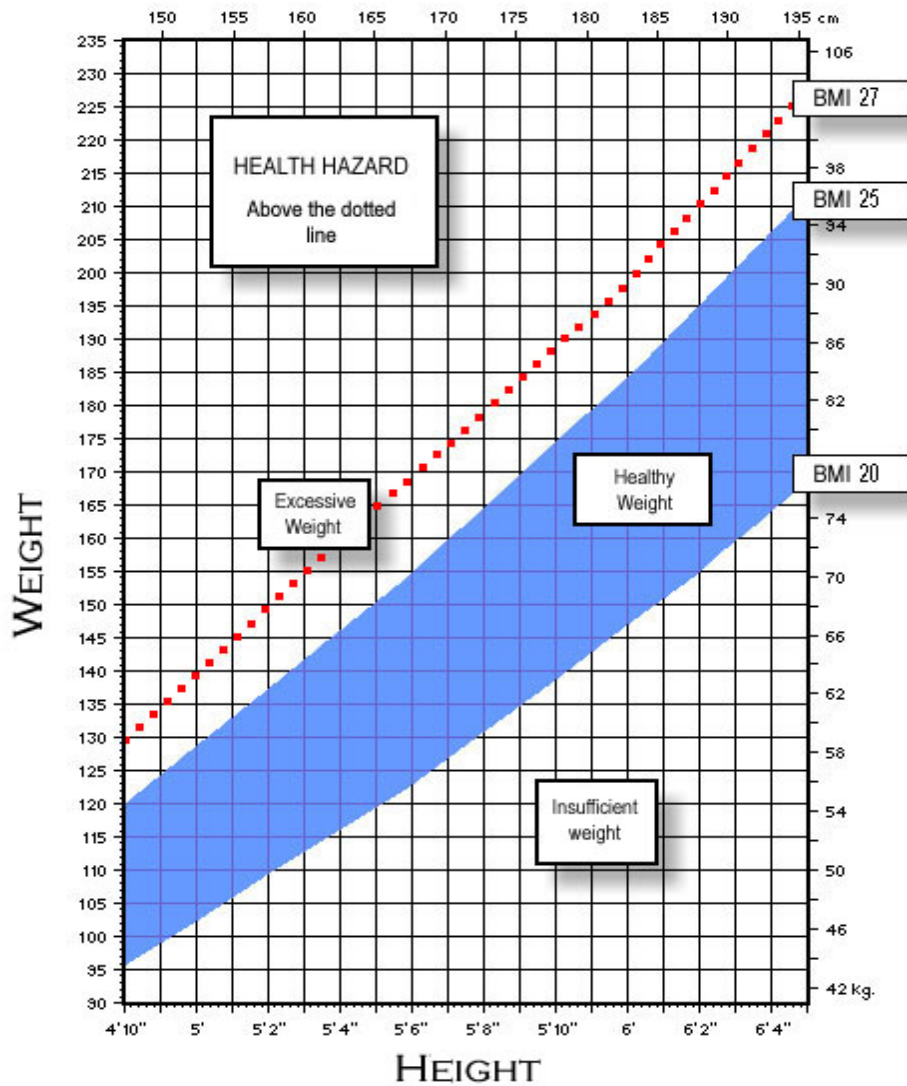
The following will be assessed:

A comprehensive review of previous medical history and injuries, cardiovascular and respiratory system status, height/weight ratio (for BMI graph refer page 7) and auditory and vision status.

You will be required to undertake an aerobic capacity fitness test (eg: 6 minute stationary bike ride after which pulse, heart rate and lung capacity are monitored), as well as muscle strength/endurance and joint mobility assessment. Many supposedly fit applicants fail to achieve the required results of this assessment.

Static Arm and Leg lifts and dynamic lifting capacity (tested up to 50Kg) are included in the fitness assessment.

### **BMI ASSESSMENT - GRAPH METHOD**



See if your current weight is healthy by calculating your BODY MASS INDEX (BMI).

On the diagram, find your height in centimetres (top scale) or in feet and inches (bottom scale). From this value, draw a line from the top to the bottom of the diagram.

On the diagram, find your weight in kilograms (right scale) or in pounds (left scale). From this value, draw a line horizontally across the diagram.

Mark the spot where the two lines cross: this is your BMI.