



PAFFORD MEDICAL SERVICES AUSTRALIAN PROGRAM GUIDE

A LETTER FROM THE CEO



Hello,

I am excited to offer you an opportunity to hone your skills as a healthcare professional with my company in the United States!

Since 1967, Pafford Medical Services' core values have been focused on taking care of people, beginning with our men and women on the streets and continuing the caring attitude throughout our service areas. This formula has allowed us to grow exponentially, and for that I am blessed. As our service area expands, so do the needs of our workforce.

I truly believe paramedics are the Swiss Army Knife of healthcare professionals, and others are beginning to find their worth. Our workforce is dwindling as many paramedics in the U.S. leave the field to go into more stable settings such as hospitals, clinics, or industrial paramedic roles. To keep up with the demands of our service areas, we need strong, dedicated medics.

You may wonder, "Why Australians?" I have visited your country and am impressed by your Emergency Medical Services and the level of professionalism, respect, and care provided to your patients. I want that for my communities! Our guys are great, but I believe that with your help, we can elevate not only our care but also the attitudes of others about our profession.

Why should you choose Pafford? I am willing to put my name on your visa and bring you to America to experience EMS in our country. I do not ask you to pack up and leave what you know without deep thought, but I can bring a select few to the States to help us grow something even greater!

We were named the Career EMS Service of the Year by the National Association of Emergency Medical Technicians, have numerous local accolades, and our leadership team is nationally recognized and often asked to speak and even lead disaster deployments. We think we have the secret sauce for success— and it is in our people. Come and be a part!

Sincerely,

A handwritten signature in black ink, appearing to read 'Jamie Pafford-Gresham'.

Jamie Pafford-Gresham
CEO/President

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ABOUT US



Founded in 1967, Pafford Medical Services continues to provide over 80 communities with the latest, most sophisticated level of pre-hospital care. As a family-owned and operated company, Pafford serves communities across Arkansas, Louisiana, Mississippi, Oklahoma, and the U.S. Virgin Islands. With 1200 members of Team Pafford, over 200 ambulances, 4 rotor-wing aircraft, 3 medical fixed-wing aircraft, 3 communications centers, and our corporate billing office, Pafford is staffed 24/7.

Pafford is fully equipped to provide the following services:

- ALS/BLS Ground Ambulance Transportation
- Mobile Integrated Healthcare Services
- OnSite Healthcare Services
- Air Medical Fixed-Wing & Rotor-Wing Transportation
- Government and Industrial OnSite Services
- Event Standby Services
- Special Response Taskforce
- Community Education Resources

Pafford's mission is to provide its communities, healthcare partners, and the facilities we serve with the highest standards of mobile healthcare. While providing communities with proper 911 ambulance coverage, the company has become known nationwide for its Special Response Taskforce which assists during national disasters.

As the company evolves to cater to the citizens it serves, Pafford took notice of the needs of industries and businesses during the global pandemic and now operates OnSite Healthcare Services to safeguard workforces as the world resumes operation amidst COVID-19. Another pillar of the company's mission is its promise as a contributive community partner by providing educational resources, medical equipment, scholarships, and medical standby for special events.

MISSION & VISION



Our mission is to earn and maintain the trust of the communities and partners we serve by providing the highest standards in integrated mobile healthcare. Pafford takes pride in employing highly skilled, caring, and respectful personnel who share our passion for delivering superior healthcare solutions. By cultivating a safe, healthy, and dynamic working environment, we continue to provide our patients with the industry-leading professional care they deserve. At Pafford, we are driven in equal measure to consistently deliver a high-quality, compassionate, and patient-centered experience.

**Discover the
Pafford Difference!**

COMMUNITY SERVICE



At Pafford Medical Services, community service isn't just a checkbox on our to-do list; it's ingrained in what we do each and every day. We recognize that the individuals who provide exceptional patient care in our communities are the very essence of Pafford. Our commitment to community service is reflected in our recruitment approach, where we seek out individuals who embody the values of being community-oriented team players who are people-focused and service-driven ambassadors for our organization.



For us, community involvement goes beyond the confines of each ambulance on the road. It extends to actively participating in and supporting local events, initiatives, and charities that positively impact the lives of those we serve. Whether it's lending a helping hand at a community health fair, providing educational resources, or supporting disaster relief efforts, we strive to be present and proactive in meeting the needs of our communities.

By fostering a culture where community service is encouraged and celebrated, we empower our team members to make meaningful connections and contributions beyond the scope of their medical duties. Through these efforts, we not only enhance the well-being of individuals but also strengthen the fabric of the communities we proudly serve, embodying the true spirit of Pafford Medical Services.



**At the heart of
#TeamPafford.**

SPECIAL RESPONSE TEAM

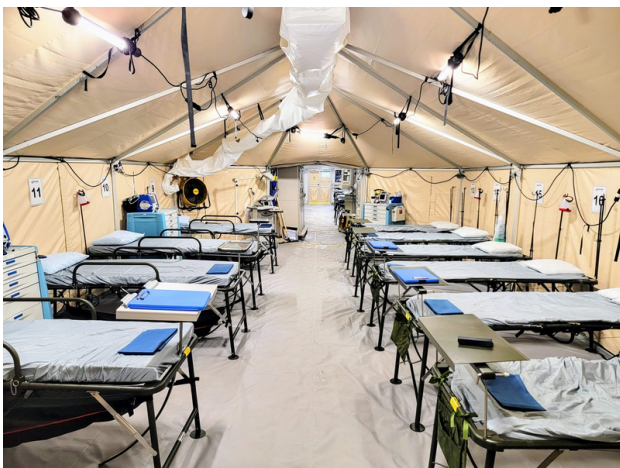


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Pictured Above: Pafford Medical Services Mobile Medical Unit and Staff in Pine Island, Florida, following the aftermath of a hurricane.

Pictured Left: One of the Pafford Medical Services SRT Field Hospitals/Mobile Medical Units during a large-scale medical standby event



EQUIPMENT



Pafford Medical Services aims to equip every team member with comprehensive training and cutting-edge tools to excel in their roles. We recognize the significance of providing the necessary skills and ensuring access to state-of-the-art equipment for our EMTs and Paramedics.

Within our organization, we offer a range of top-of-the-line resources, including the Arrow EZ-IO, Zoll X Series Cardiac Monitor, Stryker Powerload System, Stryker PowerPro XT Ambulance Cot, Zoll Z-Vent, and Lucas Chest Compression System. This commitment highlights our dedication to empowering our personnel to deliver exceptional care to the citizens we serve.

PARAMEDIC REQUIREMENTS



In the event you are selected as a Paramedic for Pafford Medical Services, we will ensure that you are ready for the job by providing FTOs and mentors as you begin on this new journey. We require our medics to perform the following sufficiently:

- 01 | *PROVIDE ADVANCED LIFE SUPPORT*
- 02 | *MEDICAL EVALUATION*
- 03 | *TREATMENT AND STABILIZATION OF THE CRITICALLY ILL & INJURED*
- 04 | *RESPOND TO EMERGENCY RESCUE SITUATIONS*
- 05 | *MAINTAIN CONTROL*
- 06 | *MANAGE AND DIRECT PATIENT CARE AT THE SCENE OF A PRE-HOSPITAL EMERGENCY*
- 07 | *PERFORM OTHER DUTIES AS REQUIRED*

The information in this packet is not a guarantee of employment with Pafford Medical Services or approval of an E-3 Visa. Approval of an E-3 Visa application is subject to U.S. Consulate discretion and as such, there is no guarantee that any application will be approved. Further, this informational packet is not a guarantee of employment with Pafford Medical Services or any of its related entities. .

PHASE 1

PAFFORD MEDICAL SERVICES APPLICATION PROCESS

ONCE APPROVED BY AUSTRALIA EMS,
YOU WILL BE CONTACTED BY A
PAFFORD REPRESENTATIVE AND GIVEN
ACCESS TO AN APPLICATION LINK IN
WHICH ALL NECESSARY DOCUMENTS ARE
TO BE UPLOADED.



REQUIRED DOCUMENTS:

1. A Current Resume, Official Transcripts, Copy of Diploma
2. Information in regards to prior stays in the U.S.
3. Color copy of Passport Biographical Page and all pages with a visa stamp or other mark
4. Color copies of forms such as, I-797, I-20, DS-2019
5. Any receipt or approval notices for any Forms I-140 or I-485
6. Confirm that you do not need a visa for a spouse, child(ren), or other family members.

PHASE 2

LABOR CONDITIONS APPLICATION & E-3 VISA REGISTRATION

ONCE E-3 VISA APPLICATION IS COMPLETED, THE APPLICANT WILL BE RESPONSIBLE TO SCHEDULE AN APPOINTMENT WITH THE CONSULATE.



1. By providing your information, Pafford Medical Services files the Labor Condition Application with the U.S. Department of Labor
2. Candidate submits DS-160; Candidate then schedules and attends an appointment at a U.S. Consulate outside of the US
3. Candidate awaits approval and notifies Pafford Medical Services of the status. *

*The information above represents the typical process for obtaining an E-3 visa; however, timing and processes are subject to change without prior notice by the U.S. Consulate office and Department of State based on world events, such as COVID-19

PHASE 3

PRE-ARRIVAL REQUIREMENTS FOR USA CERTIFICATIONS

**ONCE THE APPLICATION IS APPROVED,
THE FOLLOWING TASKS MUST BE COMPLETED BEFORE
ARRIVAL IN THE U.S.**

1. PLEASE PROVIDE COPIES OF:

- A. CREDENTIALS INCLUDING BLS, ACLS, PALS, AMLS, PHTLS, ETC,
- B. COPY OF VISA
- C. COPY OF STATE ISSUED ID.

- 2. Complete the application and information packet for the Partner Academic Institution.
- 3. Complete background check information packet.
- 4. Order Uniforms via Pafford Medical Services
- 5. Receive housing arrangements and station assignments for initial/field training.



PHASE 4

USA CERTIFICATIONS & PARAMEDIC LICENSURE

BY THIS PHASE, THE INDIVIDUAL IS NOW AN EMPLOYEE OF PAFFORD MEDICAL SERVICES. WHEN THE INDIVIDUAL ARRIVES ON AMERICAN SOIL, PAFFORD MEDICAL SERVICES IS THEN RESPONSIBLE TO PAY OUT WAGES TO EMPLOYEES AND PROVIDE HOUSING FOR A CERTAIN PERIOD OF TIME.



Phase 4 includes attending university for paramedic licensure for up to 6 weeks with tuition covered by Pafford Medical Services.

Placement Testing

FISDAP EMT/Paramedic Readiness Exam: This exam will measure your readiness to pass the NREMT EMT/Paramedic Examination and provide you with a study roadmap for each level.

EMT Review and Test Prep

The first two weeks stateside are spent reviewing for and passing the NREMT EMT Exam. This includes lectures as well as skills. After this module students will be ready to pass the EMT Exam!

Paramedic Review and Test Prep

The next six weeks are spent preparing for and passing the NREMT Paramedic Exam. This will cover each module of the Paramedic curriculum with a heavy emphasis on airway management and pharmacology. During the course, students will receive certifications in BLS, ACLS, PALS, PHTLS, and AMLS. Students will complete clinical rotations in areas such as Emergency Department, Surgery, ICU, Pediatrics, and Field EMS. After this module students will be ready to pass the Paramedic Exam!

Field Training

Once certification and licensing are complete you will be assigned to a field trainer as an introduction to field EMS and the Pafford EMS System.

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PHASE 5

STATION PLACEMENT & ASSUME OPERATIONAL POSITION

IN PHASE 5, LOCATION PLACEMENT IS BASED ON PREVIOUS ASSESSMENT. ACTIVE FIELD DUTY BEGINS UNDER THE GUIDANCE OF A FIELD TRAINING OFFICER.

For an extensive list of our locations, visit www.paffordems.com.

Join our Team!

For more information, email AUS@paffordems.com.



BENEFITS

OUR HUMAN RESOURCES TEAM IS ACCESSIBLE AND WILL CONDUCT VIRTUAL CONFERENCES TO PROVIDE EMPLOYEES WITH AN OVERVIEW OF OUR BENEFITS PACKAGE AND TO ANSWER ANY QUESTIONS THAT MAY ARISE.



SALARY

Employees will earn the actual or prevailing federal wage of the county in which they are assigned.

INSURANCE

Pafford Medical Services has bundled health insurance plans starting at \$10-\$40 per pay period for Health, Dental, and Vision coverage. Pafford also provides Employee Health Services through the Pafford Health Systems Medical Clinic, offering 3 free visits per year with our primary care medical providers.

HOUSING ASSIGNMENTS

Pafford Medical Services will be responsible for your lodging for the first 3 months that you are stateside. At month 4, the employee will then become responsible for their accommodations. Pafford will assist in seeking lodging options that fit the needs of the individual(s).

HOST FAMILIES

While you are away from home, Pafford has partnered with many of our associates to assist you throughout the transition and for the duration of your stay.

Questions?

Email us at [**AUS@paffordems.com**](mailto:AUS@paffordems.com)

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ABOUT HOST FAMILIES

We offer host families to facilitate a smooth transition for our participants. While the objective of the host family is not to serve as surrogate parents during your employment with us, they play a crucial role in ensuring your integration into the new environment is seamless. Think of them as your lifeline, a dependable group ready to offer guidance, assistance, and a sense of belonging whenever needed. Whether it's navigating local customs, finding your way around the neighborhood, or simply providing a friendly ear, our host families are there to help you feel at home and supported throughout your experience.





PAFFORD
MEDICAL SERVICES

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www.paffordems.com