

DOCTOR



LifeFlight

# Career Pathway

Take your career to new heights with  
LifeFlight Medical Services

# Who we are

## 45 years of aeromedical excellence

LifeFlight is the largest, most advanced aeromedical service in the southern hemisphere. Our rapid-response fleet of helicopters and jets bring critical care closer to home, with end-to-end aeromedical and air ambulance services.

We're ready to mobilise in the moment – for anyone, anywhere, anytime. We perform emergency rescues, natural disaster response, patient transfers, international medical evacuations, and aerial protection and surveillance. It's about connecting patients to the best medical and rescue specialists, no matter where they are.

## LifeFlight Medical Services

LifeFlight Medical Services (LMS), previously known as LifeFlight Retrieval Medicine, provides critical care doctors across all LifeFlight services and to all retrieval services in Queensland. This ensures consistent, high level medical care for all communities, no matter where they are.

Our aircraft connect patients to the care they need, but it's the people on board that truly set us apart. Our team of specialist doctors has grown to 180, making us the largest employer of pre-hospital emergency care doctors in Australia.

## LMS Opportunities

Exciting opportunities are available for 6-12 month placements starting in February and August each year, with a mandatory intensive training week immediately prior to commencement. If you are working in the Australian healthcare system, this will be the last week of your medical term and arrangements for leave will need to be organised.

Positions are accredited for six months in Pre-hospital & Retrieval Medicine Special Skills Placement by the Australasian College for Emergency Medicine (ACEM) and recognised / supported by the Australian and New Zealand College of Anaesthetists (ANZCA) and the College of Intensive Care Medicine (CICM). Retrieval Registrar posts with LMS are accredited by the CCPHRM for the Associateship in Pre-Hospital and Retrieval Medicine.



# Our Core Values



## Trustworthy

We pride ourselves on 'doing what's right'. We act with honesty and integrity in everything we do.

## Safety First

Without exception or hesitation, we are committed to the health, safety, and welfare of all. We do things safely or not at all.

## Committed to Excellence

We promote best practice in safety, education, innovation, and sustainability. We challenge ourselves daily.

## Respectful

We accept that we must treat everyone with respect. We acknowledge and value each other's contribution in achieving our mission.

## Community Spirited

We care about and support the communities within which we work and live.

## Accountable

Working together, we are each responsible for our decisions, performance, and actions.

## Financial Year 24-25 at a glance:



**3,732**  
missions completed  
by LifeFlight's  
rescue helicopters



**1,050**  
people helped  
by LifeFlight's air  
ambulance jets



**5,940**  
helicopter  
mission flying  
hours



**163**  
people helped each  
week – or a person helped  
every 62 minutes

## Top five mission categories across Queensland:



**6,716**  
inter-facility  
transfers



**1,075**  
cardiac  
issues



**817**  
motor vehicle  
incidents



**166**  
animal related



**37**  
search and  
rescues



# ASSETS, BASES, AND FACILITIES

21



**ROTARY WING ASSETS\***  
AW139, Bell 412, BK117

04



**FIXED WING ASSETS\***  
Challenger 604

08



**BASE FACILITIES**

01



**HEAVY MAINTENANCE FACILITY**

14 +

**LIFEFLIGHT MEDICAL SERVICES (LMS) BASES**

01



**VISITOR EXPERIENCE CENTRE**



## SINGAPORE BASE



Challenger 604

## TASMANIA



Bell 412

## VIC POL



AW139 x3

\*Assets are rotated through bases as required



# LifeFlight Medical Officer

**A career as a LifeFlight Medical Officer is a career like no other. Every one of our doctors, nurses, and paramedics are highly skilled in their field of expertise. They bring a broad range of experience in pre-hospital retrieval medical care directly to our patients.**

Our medical staff receive clinical supervision and specialised training throughout their time with LMS, including at our internationally recognised LifeFlight Training Academy (LTA). They also experience unique clinical settings and diverse caseloads that can include:



## Primary Response Missions:

These include trauma and medical tasks, usually on Rotary Wing and road based platforms.

## Inter-facility Transfers (IFTs):

Also referred to as inter-hospital transfers, these retrievals primarily assist rural and regional patients to access hospital care in larger cities for definitive care.

## Search and Rescues (SARs):

Assisting with the search and rescue of missing / injured persons.

## Air Ambulance Transfers:

Long-distance domestic transfers to secondary / tertiary hospitals, as well as international missions.

## Modified Primary Response Missions:

A modified primary is where a patient has effectively had a "scoop and run" by road ambulance to the closest regional or remote health facility to begin stabilisation, however, needs critical care intervention and transfer to a larger metropolitan hospital for treatment. These are counted in the IFT transfer numbers.

# Alternative Career Path

## Fixed Wing Physician

LMS Fixed Wing Physician work alongside Flight Nurses as part of the clinical team, providing a high level of care to all patients retrieved by a dedicated fleet of medically configured air ambulance jets.

Our current fleet includes four Challenger 604s across the Brisbane, Townsville, and Singapore bases. Fixed Wing Physicians are dedicated to our air ambulance jet fleet. You will provide both rapid response and scheduled medical transports for sick and injured patients throughout the country and around the world.



**2494.4 hrs**

Total Jet flight hours



**41.6 hrs**

Longest mission  
(flight hours)



**56.5 hrs**

Singapore  
(Winnipeg to Melbourne)



**4.8 hrs**

Average time a patient  
is in our care

**53.5 hrs**

Australia  
(Ushuaia to Melbourne)

Longest transfer  
(multi crew duty)

*\*Figures based on FY24-25*

Explore available positions

[www.lifeflight.org.au/careers](http://www.lifeflight.org.au/careers)





# Eligibility for Pre-hospital Retrieval Medicine (PHRM)

## Registrar Career

Become a Retrieval Registrar with LifeFlight and develop your knowledge and skills through challenging, varied work across Australia and beyond. You will receive clinical supervision and ongoing education along with an attractive salary. You will work in a dynamic environment which allows you to develop a broad range of skills in retrieval medicine and pre-hospital care.

Minimum clinical requirements for a Retrieval Registrar position are set by Retrieval Services Queensland and are detailed overpage.

Note that there is limited flexibility to recognise equivalent clinical experience in different settings. For example, ACEM trainees with only 3/12 anaesthetic experience may be able to demonstrate airway experience with a logbook.

If you feel that you have the relevant clinical experience but don't meet the criteria listed, please contact the LifeFlight Recruitment team for advice.





# Minimum Clinical Requirements for a Retrieval Registrar

Medical Officers who participate in PHRM require a specific range of skills and experience to safely practice in this arena. They will be required to work in a dynamic environment that offers a broad range of caseload including search and rescue, primary responses, and inter-facility transfers across multiple transport platforms (road and air).

The Department recognises and supports a two-tiered staffing medical model comprising supervised PHRM Registrars (or equivalent) and PHRM Specialists (unsupervised).

## PHRM Registrar Positions

Minimum eligibility requirements for PHRM Registrar positions specifically include:

- advanced trainee (in final 2 years of training at college) or fellow of:
  - Australasian College for Emergency Medicine (ACEM)
  - Australian and New Zealand College of Anaesthetists (ANZCA)
  - Australian College of Rural and Remote Medicine (ACRRM)
  - College of Intensive Care Medicine (CICM)
- or overseas equivalent
- at least Postgraduate (PGY) Year 5
- 6 months experience in Intensive Care, Anaesthetics, and Emergency as detailed below
- all of the following (at Principal House Officer (PHO)/Registrar/Specialist level unless stated otherwise)
  - intensive care experience:
    - 6/12 experience in Intensive Care; or
    - 3/12 Intensive Care and a further 3/12 made up of any combination of Emergency Medicine, PHRM, or Anaesthetics

(see explanatory notes 1, 2, 3, 5, 8, and 10)
  - anaesthetic experience:
    - 6/12 experience in Anaesthesia; or
    - 12/12 experience in procedural General Practice (Anaesthesia)

(see explanatory notes 3, 7, and 8)
  - emergency experience:
    - 6/12 experience in Emergency Medicine; or
    - 12/12 experience in procedural General Practice (Emergency Medicine)

(see explanatory notes 1, 6, 8, and 9)
  - paediatric experience (preferred but not essential):
    - 6/12 experience in Paediatrics; or
    - 12/12 experience in a mixed Adult/Paediatric Emergency Department; or
    - 12/12 in procedural General Practice (Emergency Medicine) in a mixed Adult/Paediatric Emergency Department

(see explanatory notes 4, 5, 6, and 8)



# Explanatory Notes

1. Experience in PHRM must be obtained in a post accredited by an Australian Specialist College.
2. Experience in Intensive Care must be obtained in a post accredited by CICM.
3. Experience in Anaesthetics must be obtained in a post accredited by the ANZCA.
4. Experience in Paediatrics must be obtained in a post accredited by the Royal Australian College of Physicians - Paediatrics and Child Health Division (Terms in Paediatric Intensive Care Unit (ICU), Neonatal ICU, Paediatric Emergency Department (ED), Paediatric Anaesthetics or General Paediatrics will be accepted).
5. Experience in Emergency Medicine must be obtained in a department accredited by the ACEM and at a minimum level of PGY 3.
6. Procedural General Practice (Emergency Medicine) refers to a practitioner who is credentialed by a hospital and has received a Scope of Clinical Practice (SoCP) to provide unsupervised medical care within the ED of that hospital. As Queensland Health and ACEM develop formal non specialty training programmes and qualifications they will become a part of the minimum requirements.
7. Procedural General Practice (Anaesthetics) refers to a practitioner who is credentialed by a hospital and has received a SoCP to provide unsupervised anaesthetic care. To meet the requirements for this category the medical practitioner must have undertaken a formal 12 month training position in Anaesthesia supported through the Joint Consultative Committee in Anaesthesia which includes representation from the ANZCA.
8. Overseas experience will be considered if equivalency is recognised by the relevant Australasian College. Final determination will be made by RSQ.
9. Where the medical practitioner has not completed the minimum 6/12 of Emergency Medicine at Registrar or Specialist level, RSQ may, at its discretion, grant approval if the medical practitioner can demonstrate adequate experience in the management of undifferentiated patients. This may include, but is not limited to, previous pre hospital civilian or military clinical experience and inter-facility Retrieval Service experience supporting rural and remote populations.
10. Equivalent experience in Intensive Care can be demonstrated through logbooks, training records and other relevant documentation.





# Eligibility

**To be eligible for a position, you should have the following experience at registrar level and be in the last 2 years of your training program at time of commencement:**

- 6 months ED
- 6 months Anaesthetics
- 3 months ICU and a further 3/12 made up of any combination of Emergency, Anaes, or PHRM
- 6 months Paediatrics Anaes / ICU / ED (or 12 months in a mixed department of Adult and Paeds)

## Please note:

There is some flexibility around these, but the above is the simplest way to show the minimum clinical requirements. If you are unable to commit to this exact formula during your training years, you are always welcome to reach out to our recruitment team who can offer advice on the best way to shape your career to gain the required experience.

For non anaesthetic Trainees, it is advisable to keep a logbook of Airway procedures. This may be required for credentialing, particularly if you have less than 6 months FTE Registrar level anaesthetic experience.

There are written guidelines outlining this information in much greater detail and can be given to you should wish to read it thoroughly.

## International Doctors

LMS welcomes international doctors with equivalent clinical experience to apply. Our People & Culture team assist in navigating the medical registration and immigration process.



# How we Prepare You

LMS conducts an intensive training week. This includes hands on clinical training and teaching from a cross section of internationally respected consultant staff from across the state who come together to assist you in preparing for this challenging role.

Aviation specific training is also provided including winching, Helicopter Underwater Escape Training (HUET), and Emergency Breathing Systems (EBS). This is held at our state of the art Brisbane-based LTA.

Post training week in Brisbane, recruits relocate to their primary base for further local base orientation. LMS continues to support and educate Medical Officers throughout their term with weekly teaching, simulation based training, debriefs, and clinical audits.



**Please Note:** All doctors working with LifeFlight are employed to work across the state-wide retrieval service. This means that while everyone has a home base / team and the majority of your rostered shifts will be at your home location, there will be a requirement to rotate to cover rostered shifts at other bases as needed.

Rotating has the dual benefit of ensuring adequate resources to serve the community with top level clinical care, as well as giving you the experience of adapting to different locations and clinical environments. LMS organise and pay for the cost of sending you to other bases outside of your primary location. This usually includes car hire, accommodation, flights, and meal allowance.





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### Recruitment Team

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