

DECEMBER 2025 NEWSLETTER

PRESIDENT REPORT

by Duncan McConnell



Hi everyone and what a busy 2025 we have had this year. AIPP would like to thank all our members for their continued support in 2025 and we aim to continue our ongoing development of CPD and other member-based supports throughout 2026.

Highlights for 2025 for AIPP have included:

- Revamping our CPD for members with interactive webinars
- Establishing the AIPP Podcast Channel on Spotify
- Sponsoring the 2025 International Round Table on Community Paramedicine (IRCP), Welcome Dinner, in Adelaide
- Clinical Case Reviews across our Newsletters from our International Board Director and UK-Based Paramedic Practitioner, Luke Giles
- Attending the Paramedicine Board of Australia Advanced Practice Paramedicine Discussion Forum
- Attending and presenting at the Health Workforce Queensland, Rural Workforce Annual Seminar and becoming one of their new Queensland Stakeholders
- Attending the Annual Allied Health Professionals Australia Symposium

Plans looking in 2026 include:

- Continued development of Podcasts and other CPD
- Interactive CPD Clinical Skills Workshop
- Redevelopment of our Website
- Continuing to evolve our member newsletter
- Continuing to advocate for advanced practice paramedicine across Australia at a State and Federal level.
- And if you've got any ideas as members, please let us know

Here at AIPP, we hope you have had a wonderful year and that AIPP has contributed to your workplace or clinical developments as well.

Thank you to all our members, because without you, the Australian Institute of Paramedic Practitioners wouldn't exist. Your membership makes this possible, and we will keep working hard on behalf of our members to improve, develop, and grow advanced practice paramedicine across Australia.

Regards

Duncan McConnell

President – AIPP



A TRIBUTE TO THE PARAMEDICS RESPONDING TO THE BONDI BEACH TRAGEDY

The recent tragic events at Bondi Beach have shaken communities across Australia, and our thoughts remain with all those affected. In moments of chaos, danger, and uncertainty, one group once again stood at the forefront – our paramedics.

The responding NSW Ambulance crews demonstrated extraordinary professionalism as they entered an unfolding critical incident, facing the unknown with courage and composure. While most people run from danger, paramedics step toward it, often without full situational awareness, and always with one mission: to save lives.

This incident is a stark reminder of the environments paramedics are forced to operate within. They are required to make rapid, complex decisions under pressure, often while navigating volatile and unpredictable scenes. Despite these challenges, they continue to deliver expert clinical care with remarkable clarity and dedication.

The response at Bondi Beach reflected the very best of our profession: seamless teamwork, advanced clinical capability, and an unwavering commitment to patient care. Paramedics provided lifesaving interventions under extreme stress, supported multi-agency coordination, and upheld the highest standards of practice despite immense emotional and physical burden.

As an institute representing paramedic practitioners across Australia, we acknowledge and honour the courage, skill, and resilience demonstrated by all paramedics involved, as well as the broader ambulance service response. Their actions embody the essence of paramedicine—service, compassion, and steadfast commitment to community safety.

To every paramedic who responded: thank you. Your work does not go unnoticed. You exemplify professionalism in the face of adversity, and Australia is safer because of you.



SUPPORTING THE MENTAL HEALTH OF PARAMEDICS AFTER CRITICAL INCIDENTS

The tragic events at Bondi Beach serve as a powerful reminder that while paramedics are trained to manage medical emergencies, they are not immune to the emotional impact of the situations they face. Behind every uniform is a human being who carries the weight of what they witness, often quietly, and often for far longer than others may realise. Paramedics routinely operate in high-stress, high-stakes environments where trauma exposure is not an exception but an expectation.

Critical incidents, violent scenes, paediatric emergencies, and mass-casualty events can leave lasting psychological effects, even for the most experienced clinicians. The cumulative impact, layered over years of frontline work, can contribute to burnout, compassion fatigue, anxiety, depression, and post-traumatic stress.

As a profession, and as a community, we must continue advocating for stronger, more accessible mental health supports for paramedics. This includes:

Early, stigma-free access to psychological care. Paramedics should never feel hesitant to seek help. Proactive counselling, trauma-informed support, and routine mental health check-ins must be built into the culture of the profession—not reserved only for moments of crisis.

Peer support and reflective practice
Talking with colleagues who understand the realities of frontline work can be incredibly grounding. Peer programs, structured debriefs, and professional supervision offer safe spaces for paramedics to process difficult events.

Workplaces that prioritise wellbeing

Fatigue management, appropriate staffing, supportive leadership, and psychologically safe workplaces are crucial. Mental health support must go beyond individual responsibility and be embedded within organisational systems.

Recognition of the emotional toll of the job

Paramedics often carry stories they cannot share. Acknowledging this invisible load is one of the most powerful ways we can support the workforce and reinforce that emotional responses to trauma are not a weakness, but a human response.

At AIPP, we are committed to advocating for better mental health structures for all paramedics—both within ambulance services and in primary healthcare, community, and private industry roles. Ensuring that paramedics are supported, protected, and psychologically safe is essential for the longevity of the profession and the wellbeing of the individuals who serve our communities.

As we honour the courage of the paramedics who responded at Bondi Beach, we must also recognise their emotional burden and stand behind them—not just in the moment, but in the weeks, months, and years that follow.





MEET OUR DIRECTOR:

BOB ALEY

In every professional association, there are leaders whose contributions often work quietly behind the scenes—but whose impact shapes the strength, sustainability, and governance of the organisation. At the Australian Institute of Paramedic Practitioners (AIPP), Bob Aley is one of those indispensable leaders.

Bob is one of AIPP's inaugural directors, bringing a wealth of experience in leadership, organisational development, and governance. Before joining AIPP, Bob served with distinction in the military, rising to the rank of Lieutenant Colonel. His military background instilled in him a deep commitment to disciplined decision-making, strategic thinking, and service, qualities he carries into his work with AIPP.

Following his military career, Bob translated his leadership skills into the world of consulting. He worked both nationally and internationally with major global consulting firms, specialising in change management, organisational development, and business transformation. Bob also ran his own management consulting practice, helping organisations navigate complex challenges and achieve lasting improvement.

Today, Bob focuses on supporting and mentoring small businesses, providing guidance in business development and employment-related matters. He is a trusted mentor with the Queensland Government's Mentors4Growth program, where he has personally chaired over 250 mentoring sessions over the past six years.

Within AIPP, Bob plays a crucial role in shaping the Institute's governance and strategic direction. As the director responsible for governance matters, he ensures that AIPP operates with integrity, accountability, and a long-term vision that supports both members and the evolving profession. His guidance helps keep the Institute on a solid foundation as paramedicine advances into new domains of healthcare practice.

Bob's unique blend of leadership experience, strategic insight, and commitment to mentorship strengthens AIPP's Board and benefits every member of our community. We are proud to have his expertise guiding us as we work toward greater recognition, professional development, and practice opportunities for paramedics across Australia.



WISHING OUR MEMBERS A MERRY CHRISTMAS AND A HOPEFUL NEW YEAR

As 2025 draws to a close, the Australian Institute of Paramedic Practitioners would like to extend our warmest wishes to all our members, colleagues, and supporters. This time of year offers us an opportunity to pause, reflect, and appreciate the incredible dedication and resilience shown across our profession—particularly during challenging moments such as those we have witnessed recently.

To every paramedic, paramedic practitioner, student, educator, and healthcare partner: thank you for the compassion, professionalism, and strength you bring to our communities every single day. Your commitment makes a profound difference, often in ways that cannot be measured but are deeply felt.

As we look toward 2026, we hope the year ahead brings you renewed energy, personal fulfilment, and professional success. Let it be a year of hope, connection, and progress, one where we continue to uplift one another and strengthen the fabric of our profession.

Supporting Each Other Into the New Year

The work we do is not always easy. It asks much of us, emotionally, physically, and mentally. As we enter a new year, we encourage everyone to stay connected, check in on colleagues, and continue to prioritise wellbeing within our teams and workplaces. A supportive profession is a strong profession.

Looking Ahead for AIPP

We are also excited about the year ahead for AIPP. With your engagement, we will continue to:

- Advance the development of paramedic practitioners
- Strengthen the role and recognition of community paramedicine
- Advocate for improved practice opportunities across all healthcare settings
- Expand professional development, workshops, and support for members
- Build a united community that represents the future of paramedicine in Australia

Your continued support is vital as we grow our influence and champion the evolving capabilities of paramedics nationwide.

From all of us at AIPP, Merry Christmas, Happy New Year, and thank you for being part of this journey with us. May 2026 be a year of growth, gratitude, and shared achievement.







WHY NOW IS THE TIME TO JOIN THE AIPP

Are you ready to be part of the movement shaping the future of paramedicine in Australia?

The Australian Institute of Paramedic Practitioners (AIPP) is more than a professional body – we're a national voice advocating for recognition, innovation, and progression in paramedic practice.

As the healthcare landscape evolves, the role of paramedics is rapidly expanding. Whether you're working in emergency services, community care, primary health, education, or research, your voice matters – and we want you on board.

What Does Membership Offer You?

-  Professional Development: Access to webinars, workshops, and clinical resources tailored for progressive paramedic practice.
-  Community & Connection: Join a network of like-minded professionals who are passionate about advancing the profession.
-  Representation & Advocacy: AIPP actively engages with industry, government, and educational institutions to promote recognition of paramedic practitioners and expanded scopes of practice.
-  Member-Only Updates: Stay informed with the latest news, research, and policy developments affecting paramedic practice in Australia and beyond.

Why It Matters

Joining AIPP means being part of something bigger – a collective effort to evolve paramedicine into a dynamic, recognised pillar of the healthcare system. Your membership helps support policy change, national recognition of advanced roles, and new opportunities for paramedics in diverse clinical settings.

Whether you're a student, registered paramedic, educator, or leader – there's a place for you at AIPP.

 **NEW AND RENEWING MEMBERS
25% OFF ALL MEMBERSHIP LEVELS
USE CODE AIPP2025**



AIPP PODCAST SERIES

Hi everyone. Did you know AIPP now has its very own Podcast Channel on Spotify? You can catch up on all our previous CPD webinars, as well as new content, during your daily walk, commute to work, or however else you might listen to your favourite podcasts.

Check it out today on Spotify by searching for “AIPP” or “Australia Institute of Paramedic Practitioners”



**New and Renewing Members
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