



Job Description

Job Title	Paramedic
Band	Band 6
Location	Sector Based
Reporting to	Group Station Manager

Job Purpose

As a registered practitioner be responsible for undertaking and documenting a comprehensive patient assessment, providing appropriate care and treatment, referring, discharging or conveying patients to the most suitable place of definitive care, this may include specialist centres e.g. heart attack centre, major trauma centre or hyper acute stroke unit.

Working to the current HCPC standards of proficiency for Paramedics, the paramedic will lead on the clinical and operational development of students and staff, providing high quality mentorship and education in practice.

Assist in the development of an integrated approach to the delivery of unscheduled care involving all relevant stakeholders including health and social care organisations, particularly within the primary care field.

Key Relationships & Stakeholders

Internal relationships: EOC staff, NETS Staff, EMT/ EACs, TEAC, Student Paramedics, Paramedics, Senior Paramedics, Practice Educators, Clinical Team Leaders, Group Station Managers, Practice Education Facilitators, Clinical Tutors, QGAMs, SEMs and SDMs, Advanced Paramedic Practitioners, Incident Response Officers, Practice Learning Managers, Consultant Paramedics, and Medical Directorate staff, including CARU.

External relationships: Patients and service users, the general public, other Emergency Services, all grades of Doctors, Nurses, Pharmacists and other Allied Health Professionals, Mental Health Professionals, Social Care professionals and Higher Education providers.

Key Responsibilities

Clinical Practice and Leadership:	Demonstrated by:
<ul style="list-style-type: none"> Carry out the full range of Paramedic duties in accordance with the HCPC standards of proficiency Ensure clinical excellence by delivering evidence based clinical practice by utilising applied knowledge of clinical audit, critical appraisal of research, research methodology, ethical review and research governance As appropriate, treat, refer or discharge patients who access the service, but do not need to be conveyed to a treatment centre Manage the unscheduled care of the patient by referral to alternative agencies thereby providing a wider range of care options at the point of patient contact and reducing inappropriate conveyance 	<p>Achievement of personal objectives and KPI's.</p> <p>Trust overall achievement of National and contractual performance targets.</p> <p>Leadership Quality Standards Delegation Organisational Sensitivity</p>

<ul style="list-style-type: none"> • Attend patients in a variety of clinical and non-clinical settings • Undertake physical patient examinations accurately triaging and prioritising patients by completing holistic patient assessments • Administer and prescribe drugs in accordance with national and local guidelines and relevant patient group directions issued by the Trust • Appropriate management including storage, administration, documentation and disposal of controlled drugs, in accordance with Trust policy • Accurately record observations and findings including adverse incidents and child/vulnerable adults safeguarding issues • Demonstrate expertise in all areas of post-registration paramedic practice • Taking service users' beliefs and expectations into consideration, select the most appropriate treatment plan in accordance with best practice and Trust policies to ensure that the care plan meets the patient's needs • Contribute to the development of practice education by participating in relevant audit and research • Liaise with service users and other healthcare professionals and communicate sometimes highly complex or highly sensitive information to all levels both internally and externally • Support and promote the use of appropriate care pathways in all aspects of practice • Provide accurate signposting, advice on transport needs, health promotion and discharge advice for patients, particularly where there is not a direct handover of care • Where clinically necessary, maintain primacy of care for patients. • Interact with, reassure and where appropriate persuade individuals who may be extremely distressed, emotional and/or experiencing mental illness • Champion the delivery of Trust improvement programmes on both clinical and performance related issues. • Complete all statutory, mandatory and essential education in a timely manner as required by the Trust. • Complies with all Trust guidelines and protocols 	<p>Decisiveness Planning & Organising Judgement</p>
<p>Operational delivery</p>	<p>Demonstrated by:</p>
<ul style="list-style-type: none"> • Ensure personal and/ or vehicle readiness and availability to attend cases of accident and sudden illness, urgent, special or planned patient journeys. Undertake daily vehicle checks, checks and re-stock of equipment and supplies. Ensure ambulance equipment is safe, maintain and secure stocks of drugs, and promote safe use of vehicles and clinical equipment • Maintain regular communication with Emergency Operations Centre regarding updates and changes to personal and/ or vehicle availability and movements, indicating availability status • Work as a sole practitioner, undertaking duties as a single responder on a voluntary basis 	<p>Achievement of personal objectives and KPI's. Trust overall achievement of National and contractual performance targets.</p> <p>Leadership Quality Standards Delegation Organisational Sensitivity Decisiveness Planning & Organising Judgement</p>

Mentoring and development	Demonstrated by:
<ul style="list-style-type: none"> • Undertake and lead on the mentoring of staff, newly registered/ student paramedics, students and other health professionals on clinical placements, as appropriate. Such arrangements could be on a 1 to 1 basis, supernumerary or involve mentoring a group • Provide professional support and direct supervision to students and clinicians participating in education programs or clinical placements, while encouraging self-assessment, analytical and reflective skills. • Share experience, skills and information as appropriate to facilitate learning, and assist mentees to explore and clarify thinking and beliefs which underlie aspects of their professional work • Demonstrate high levels of expertise in all areas of post-registration paramedic practice, being skilled in mentorship, coaching and the facilitation of education in practice. • Challenge and correct as required, practice, behaviours and/or actions that are unethical, unwise or unsafe • Provide support to the Clinical Education team and Practice Educators as appropriate • Facilitate high quality Continuous Professional Development (CPD) opportunities for clinical staff, as required • Fully participate in and support all requirements of approved education programs and training utilised by LAS, including facilitation of learning against identified objectives, assessment and review against standards and completion of documentation as required • Provide accurate reports on student progression and where necessary liaise directly with educators in the design and delivery of action plans to ensure students are demonstrating competencies in line with the programme of study • Have excellent communication skills in order to provide comprehensive and supportive feedback to students to support progression ensuring this is delivered with sensitivity and tact. • Balance the needs of the public with the professional development of an individual 	<p>Routine Quality Assurance measures.</p> <p>Quality Standards Judgement Strategic Perspective Leadership</p>
GENERAL	Demonstrated by:
<ul style="list-style-type: none"> • Comply with HCPC standards of proficiency and standards of conduct, performance and ethics • Champion and participate in programmes to integrate the LAS in the provision of non-emergency, urgent and emergency care • Motivate and inspire colleagues and other stakeholders to participate in the development of non-emergency, urgent and emergency care • Through all aspects of clinical and personal behaviour, demonstrably uphold and maintain the service's vision, purpose and values. Providing direction and support, to ensure that the objectives of the Trust are publicised, understood and modelled • Represent the organisation in public and professional arenas, helping to promote LAS as a professional and value-driven service • When required, provide police statements and attend HM Courts for the purpose of giving evidence 	<p>Qualitative data including the Staff Survey, annual appraisals, feedback from stakeholders, colleagues, 360 feedbacks, CISO.</p> <p>Initiating and supporting the delivery of innovation and measuring improvements in service delivery.</p> <p>Leadership Communication Decisiveness</p>

<ul style="list-style-type: none"> • Take responsibility for own CPD and engage in appropriate learning interventions and activities, ensuring compliance with the HCPC standards for continuing professional development • Approach challenge openly, with a problem solving approach and escalate areas of concern in an open and transparent way • Work flexibly, undertaking other work as required which is commensurate with the grade of the post and the skills of the post holder in liaison with line management • Comply with all relevant Trust policies and procedures 	Organisational Sensitivity Strategic Perspective
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HEALTH AND SAFETY	Demonstrated by:
<p>Remove immediately from service any identified defective medical or other safety equipment, following appropriate reporting procedures.</p> <p>Promote a positive culture of Health & Safety awareness.</p>	
Infection Prevention & Control	Demonstrated by:
<p>All Trust employees, whether involved directly or indirectly in the provision of healthcare, have a duty to co-operate with and implement Trust policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in the provision of healthcare.</p>	<p>So far as is necessary to enable the Trust to meet its obligations under the Health and Social Care Act 2008.</p>
INFORMATION GOVERNANCE	
<p>The post holder must understand the principles of the Data Protection/ Freedom of Information Acts and their application within Management Information and keep up to date with any changes.</p> <p>Apply this knowledge through ensuring that any information provided complies with the provisions of these Acts.</p>	
SAFEGUARDING	
<p>The London Ambulance Service NHS Trust is committed to safeguarding and promoting the welfare of children and young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the LAS Safeguarding Child and Adult at Risks Policies and Procedures.</p> <p>Staff should ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.</p>	

Person Specification

(A = Application, T=Test, I = Interview)

Qualifications, Accreditations, Education	Essential	Evidence
	HCPC registered Paramedic	✓
Full manual driving licence, valid in the UK including vehicle categories C1 and B (not B auto.)	✓	A
FDg/ DipHE or BSc in Paramedic Science or relevant field of practice, or a clinically relevant extended practice qualification	Desirable	A
Certificate in Practice Education or equivalent teaching/mentorship qualification	Desirable	A
Practice Educator (PEd with PEd modules 1 and 2 completed or commitment to work towards completion) or equivalent	✓	A
Experience		
Commitment to CPD activity.	✓	A/I
Successful completion of a Newly Qualified Paramedic programme with relevant post registration experience in a clinical, patient-facing role.	✓	A
Demonstrable and credible experience of working as team member and as a lone practitioner with the ability to work independently with confidence	Desirable	A/I
Experience of supervision, mentorship and development of a range of clinical staff in relevant practice settings	Desirable	A/I
Knowledge and Skills		
Detailed understanding of appropriate care pathways, and ability to support mentees in their use.	✓	A/I
Understanding of a range of adult education approaches and strategies in practice settings	✓	A/I
Ability to assess and examine patients presenting with a broad range of conditions	✓	A/I
Ability to recognise 'red flags' for medical conditions and evaluate clinical risk in line with nationally accepted best practice	✓	I
Demonstrate a high level of professionalism, responsibility and accountability	✓	I
Critically reflect on practice in order to improve patient care, including the future mitigation of errors	✓	A/I
Ability to analyse, problem solve and make decisions	✓	A/I
Ability to work autonomously	✓	A/I
Computer literate	✓	A
Personal Abilities		
Excellent, highly developed listening, verbal and communication skills	✓	I
Ability to communicate sometimes highly complex, contentious, challenging and/or highly sensitive messages face to face	✓	A/I
Excellent report writing skills to ensure accurate and honest documentation in a timely manner.	✓	A
Ability to safely and sensitively manage the expectations of a variety of stakeholders	✓	A/I
Minimise clinical risk through reasoned and justifiable clinical decisions; including clinical risk assessment of triage decisions	✓	A/I
Other requirements		
Understanding of and demonstrable commitment to diversity as an employee of LAS and as a provider of services to the public	✓	A/I