

**SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST**

## Person Specification – APPRENTICE ASSOCIATE AMBULANCE PRACTITIONER

Specification	Criteria	Method of Assessment
Qualifications and Training	<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>5 GCSEs at grade C (4) or above including Maths, English Language, and a Natural Science or equivalent. (Functional Skills Level 2 will be accepted in lieu of GCSE Maths and English Language).</li> </ul> <p><i>Unfortunately, due to the programme design, we are not able to accept applications from individuals with formal pre-hospital qualifications such as ECA, IHCD Technician or FREC 3,4,5.</i></p> <p><i>INTERNAL ECAs should apply through the normal AAP development route.</i></p> <ul style="list-style-type: none"> <li>Full UK Manual Driving Licence and C1 (provisional accepted at the time of application – must have ‘full’ C1 6-weeks prior to starting in position if successful). (The Trust will consider applications who have up to 3 live penalty points to their licence).</li> </ul> <p>The Trusts motor insurers would not entertain inclusion of any applicants who have had their driving licence removed following a Dangerous Driving or Drink or Drugs offence for a minimum period of 5 years from when their licence is reinstated.</p> <p>Each case would need to be passed to Trust brokers / insurers in order for the individual circumstances to be taken into account.</p> <p><i>Within the latest amendment to the Road Traffic Regulation Act 1984 s. 89(1), Magistrates now have the power to issue a SHORT DISCRETIONARY DISQUALIFICATION (SDD) (driving licence</i></p>	<p>Application</p> <p>Application</p>

	<p><i>ban) for events of speeding that are considered to have been above the pre-set guidelines for sentencing within the Magistrates guidelines. In regard to the SCAS recruitment process, any applicants that have received a short ban of this type would <b>NOT</b> be eligible to have their application progressed until the ban was completely free from their licence (3 years after the conviction).</i></p>	
Knowledge and Experience	<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Experience of working with people in a service style industry.</li> <li>• Experience in working in a performance environment.</li> <li>• Demonstrates the ability to work on own initiative and as part of a team.</li> <li>• Highly effective communication skills, both verbal and written.</li> <li>• Can assess risks, anticipate difficulties and take appropriate action.</li> <li>• Proficient in the use of IT and communications systems.</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>• Understanding of NHS developments and their impact on the Trust.</li> <li>• Knowledge of the challenges facing health and social care.</li> </ul>	Application & Interview
Skills and Aptitudes	<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Demonstrate a pro-active approach to challenges.</li> <li>• Demonstrate the ability to work with all staff, patients and stakeholders in delivering a professional service.</li> <li>• Demonstrates resilience, persistence, confidence and self-belief.</li> <li>• Demonstrates self-awareness, including impact on others.</li> <li>• Ability to work under pressure and meet deadlines.</li> <li>• High levels of personal integrity.</li> <li>• Committed to promoting diversity and awareness of equal opportunities.</li> <li>• Committed to values and principles of public service, and health and social care in particular.</li> </ul>	Application & Interview

	<ul style="list-style-type: none"> <li>• Ability to work and remain calm under pressure.</li> <li>• Ability to work in a challenging environment</li> <li>• Ability to deal with patients and members of the public with dignity and respect.</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>• Has a democratic, supportive leadership style.</li> </ul>	
Physical Requirements	<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Physically fit to undertake all aspects of a patient facing role including the ability to use all aspects of patient moving equipment.</li> <li>• Manual handling i.e., lifting, lowering, pushing and pulling patients who are not able to assist themselves.</li> <li>• To lift and carry the shared weight of (a minimum) of 8st (50.8kg) between 2 people.</li> <li>• Manages own wellbeing.</li> </ul>	Application + Assessment
Special Requirements	<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• DBS check required (enhanced)</li> <li>• DVLC C1 Age Restriction (i.e. Minimum Applicant Age is 18)</li> </ul>	Application & Interview

ASSESSMENT METHOD:

**A** = APPLICATION FORM

**P** = PRESENTATION

**I** = INTERVIEW

**T** = TEST

**All candidates will be subject to OH clearance and also DBS and professional registration checks (where applicable) and any other requirements for employment in the NHS in line with national guidance.**