

SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST

Person Specification – HART PARAMEDIC

Specification	Criteria	Method of Assessment
Qualifications and Training	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Registered Qualified HCPC Paramedic. (2 years post registration experience including preceptorship training and Newly Qualified Paramedic (NQP) period). • IHCD or FutureQuals Emergency Driving Qualification • Valid manual B category UK Driving licence including category C1 and no more than 3 penalty points. <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 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 NOT be eligible to have their application progressed until the ban was completely free from their licence (3 years after the conviction).</i> • Evidence of continuing professional development. • Able to attend and pass pre-employment training on the required dates and achieve the standards required for the role <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Experience of coaching/mentoring people • Certificate in Coaching/Mentoring • Recognised education qualifications - clinical or managerial (level 2 minimum) • SCAS CBRN Team Member 	<p>A</p> <p>A</p> <p>A/I/T</p> <p>A/I</p> <p>A/I</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>

<p>Knowledge and Experience</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Operational ambulance experience • Evidence of working in a multi-agency environment • Experience of supervising staff and supporting new entrants • Experience of development relationships with external agencies and organisations • Experience of working across organisational boundaries within health and social care • Understanding Of and demonstrable commitment to equal opportunities as an employee and as a provider of service to the public • Awareness and understanding of the Trust's purpose and values and of the key objectives set out in the Trust's Plan • Understanding of the key result areas against which the Trust performance is measured and an understanding of the role of the Ambulance Trusts within the wider NHS <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Experience of Incident Management • Experience in using self-contained breathing apparatus or other respiratory protection • Currently qualified as CBRN Decontamination Team Operative • Experience of working at height and in confined spaces 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>I</p> <p>A</p>
<p>Skills and Aptitudes</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Maintain a professional image at all times • Proven clinical skills and a commitment to delivering high standards of patient care • Ability to make sound clinical decisions often at short notice • Ability to maintain high standards of clinical care and health and safety, even in stressful and challenging situations • Understanding of the Trust's risk management system and ability to undertake 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

Physical Requirements	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Occupational Health clearance • Capable of swimming 100 metres • It is essential you weigh less than 115kg for operational reasons • Able to attend and pass pre-employment fitness test and maintain a specific level of fitness – including being able to work at heights and in confined spaces • Physically fit to undertake all aspects of a patient facing role including the ability to use all aspects of patient moving equipment. • Manual handling i.e. lifting, lowering, pushing and pulling patients who are not able to assist themselves. • To lift and carry the shared weight of (a minimum) of 12st (76.2kg) between 2 people. <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Previous manual handling experience in a professional capacity 	<p>OHD PCA PCA PCA PCA PCA PCA PCA</p>
Special Requirements	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Have a satisfactory DBS enhanced disclosure check • Flexibility required surrounding shifts and time away from home, including the requirement to attend residential training courses to achieve required standards • All operational HART staff are required to meet the requirements of the NARU HART Service Standard 	<p>A I</p>

	<ul style="list-style-type: none"> • All operational HART staff are required to be clean shaven at all times to meet the requirements for wearing appropriate PPE safely • This is a requirement that operational HART staff may be required to work away from their own Trust area in the event of a national incident requiring HART mutual aid for a period in excess of 24 hours. This period is specified by the NARU national Mutual Aid plan. The Trust is required to support this requirement with reference to staff welfare and accommodation • While there is currently no legal requirement to be vaccinated against COVID-19, the Trust believes that staff have a professional duty to get vaccinated to protect themselves, patients, and everyone else, and continues to actively encourage its workforce to be vaccinated as this remains the best line of defence against COVID-19. The Trust may request evidence of your vaccination status to ascertain the level of protection against the risk of COVID-19 • DBS check required (enhanced) • DVLC C1 Age Restriction (ie Minimum Applicant Age is 18) 	<p style="text-align: center;">A</p> <p style="text-align: center;">A</p> <p style="text-align: center;">A</p>
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ASSESSMENT METHOD:

A = APPLICATION FORM

P = PRESENTATION

I = INTERVIEW

T = TEST

PCA = PHYSICAL COMPETENCY ASSESSMENT

OHD = OCCUPATIONAL HEALTH DEPARTMENT

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.

DBS STATUS FOR POST: **Enhanced**

OH CLEARANCE LEVEL REQUIRED: **Yes**

PROFESSIONAL REGISTRATION CHECK APPLICABLE: **Yes**

DVLC C1 AGE RESTRICTION APPLICABLE (i.e. MIN APPLICANT AGE = 18): **Yes**