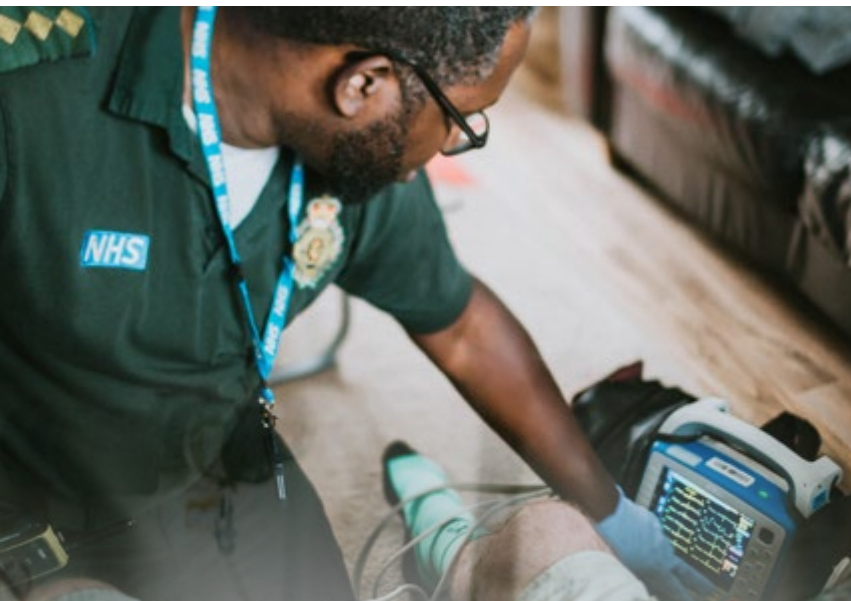


Recruiting paramedics

NHS
South Central
Ambulance Service
NHS Foundation Trust



**JOIN US
SAVING
LIVES**

→ An exciting and rewarding career awaits you



Welcome from **Melanie Saunders, Chief People Officer**

I am delighted that you may be ready to embark on a paramedic career with South Central Ambulance Service (SCAS).

This information booklet has been designed to give you a quick glance at our service and the locations we provide care for.

Across the whole of the trust we host some fantastic services and are always keen to develop these to meet the demands of our patients.

We know this wouldn't be possible without our primary asset, our workforce. The board and I are very proud of our growing workforce and we recognise how every member of the team plays an essential role in delivering the best possible care to our patients.

Our focus for the next few years is to deliver a world class service; this would not be possible without the continued support, dedication and enthusiasm of our staff.

So I ask, can you make a difference? If so, come and join us.





1

What we do

2

Locations

3

Why join South Central Ambulance Service

4

The international recruitment process

5

Support you will receive

6

Contact the team

Our vision

To be an outstanding team, delivering world leading outcomes through innovation and partnership

Our mission

We deliver the right care, first time, every time

Our core values



Teamwork

Delivering high performance through an inclusive and collaborative approach which values diversity



Innovation

Continuous improvement through empowerment of our people



Professionalism

Setting high standards and delivering what we promise



Caring

For our patients and each other

What we do

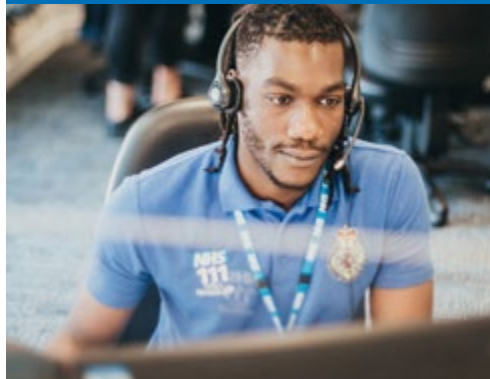
999

Our 999 emergency service operates around the clock covering Berkshire, Buckinghamshire, Hampshire and Oxfordshire. With the support of emergency call takers, clinicians, and dispatch teams in our clinical co-ordination centres, we deal with over 500,000 urgent 999 calls each year. Thanks to the skills, speed, professionalism and expertise of everyone.



111

This service is provided around the clock from our clinical co-ordination centres in Milton Keynes, Bicester, and Otterbourne. We take urgent and routine calls from members of the public. Members of the 111 team assess symptoms and triage according to our pathways system. The outcome of a patient's call could be advice, a referral, or result in an ambulance being dispatched depending on their presenting symptoms.



Non-Emergency Patient Transport Service

We provide provide a non-emergency patient transport service (NEPTS) across Buckinghamshire, Berkshire, Hampshire, Oxfordshire and Sussex.

As an organisation we have over 40 years' experience in delivering this service and our teams are made up of ambulance care assistants, call takers, dispatchers, team leaders and support staff.



Volunteers

Our volunteers come from all walks of life, funded by the SCAS Charity, and are essential to South Central Ambulance Service.

- **Responders** are on hand to attend local 999 calls at any time
- **Patient transport volunteers** drive patients to essential appointments
- **Patient panel volunteers** have an influence on our services

Charity ambassadors help make all of this possible.

www.scascharity.org.uk



About us



1.3 MILLION
CALLS TO NHS 111

970,000
PATIENT TRANSPORT
JOURNEYS

4,600
STAFF

106
SITES

1,400
VEHICLES

160
HYBRID /
ELECTRIC

1,000
VOLUNTEERS

SERVING A POPULATION OF 7 MILLION

* All data 2022/23

We are treating more patients in their homes in order to better meet their needs and prevent unnecessary trips to hospital.

Where hospital treatment is required, modern ambulance crews have additional clinical training and can carry out more life-saving procedures on scene and en route to hospital.

Working with our staff, patients, partners and wider community, SCAS is continually developing new and innovative ways of improving patient outcomes and patient experience.

I chose South Central Ambulance Service because I could explore everywhere, being right in the centre of the UK

Lizzy Agnew - Paramedic from Australia

Locations

Buckinghamshire

Buckinghamshire is in south east England, and borders with neighbouring counties of Northamptonshire, Bedfordshire, Berkshire and Oxfordshire, as well as Greater London.

This county is rich with beautiful countryside views, historic houses, breweries, vineyards and tourist attractions such as Wycombe Caves and Bletchley Park. If you fancy a spot of shopping, we highly recommend Milton Keynes or High Wycombe with their wide-ranging shops where you can find everything from clothing to new accessories for your home as well as plenty of bars and restaurants.

Transport links include access to main motorways including the M1, M4, M25 and M40. Here local and national railway lines play a big part of the London commuter belt. Travellers can expect to reach London within the hour from Buckinghamshire.

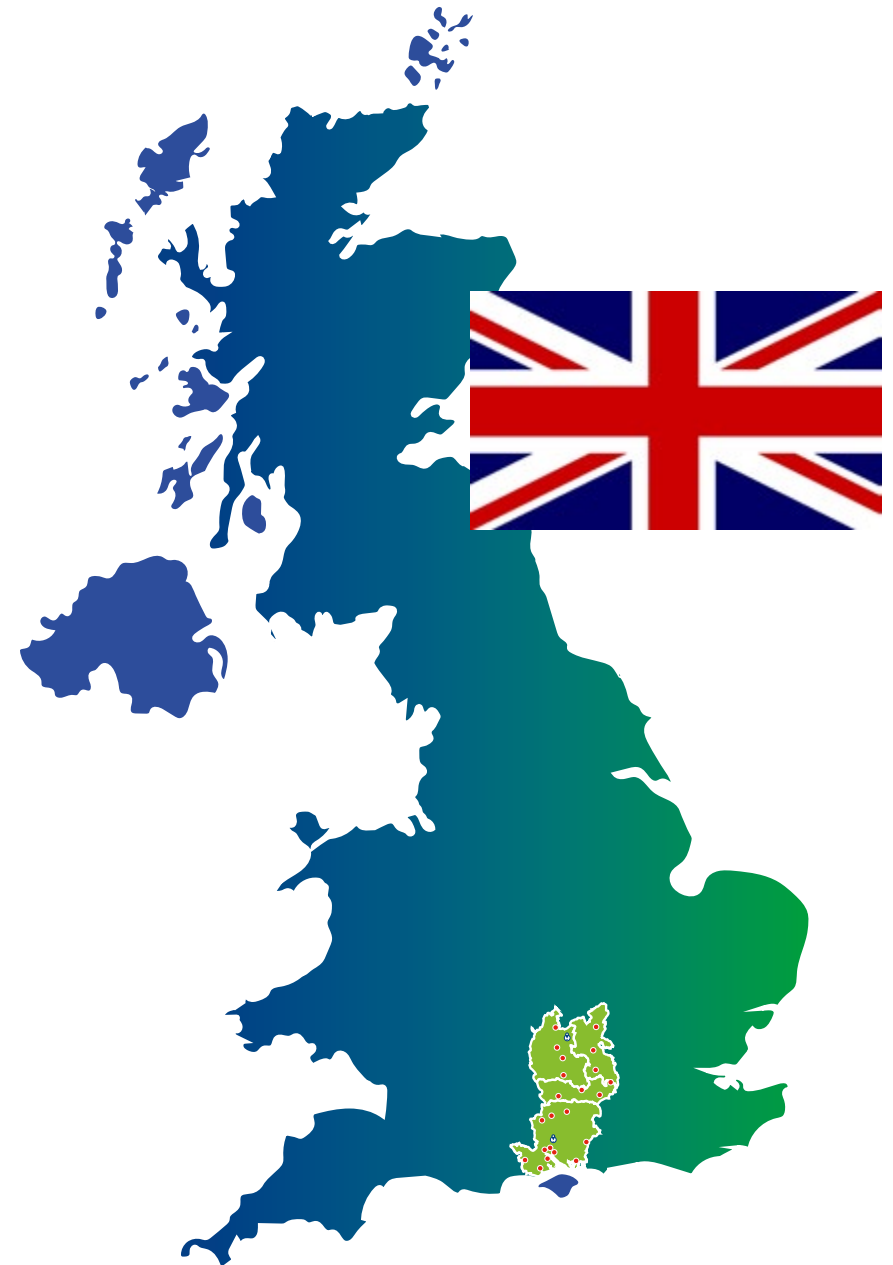


Buckinghamshire is home to three ambulance stations located in: Milton Keynes, Stoke Mandeville and High Wycombe.

Buckinghamshire



Join us - in saving lives



Oxfordshire

Bordering Northamptonshire, Warwickshire, Buckinghamshire, Berkshire, Wiltshire and Gloucestershire, Oxfordshire is home to the beautiful, picturesque Cotswolds.

The vibrant city of Oxford is home to the one of the world's top three universities, The University of Oxford, and a number of the buildings from across the city feature in some of the Harry Potter films.

Infused with diversity, Oxfordshire is a popular tourist attraction for its museums, university grounds, health spas, restaurants and world-famous shopping outlet, Bicester Village.

Commuting around Oxford has never been easier, with plenty of cycle lanes and easy to access public transport.

The main motorway link is the M40, which leads into Birmingham in the midlands and the capital city of London.

Railways are accessible too in Banbury, Bicester, Oxford and Didcot. Travellers can expect to reach London or Birmingham in around an hour.

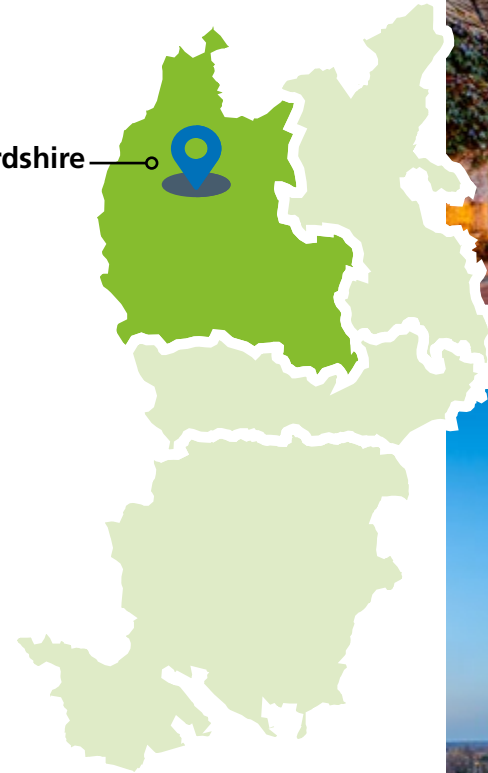


Oxfordshire is home to four ambulance stations located in: Adderbury (near Banbury), Kidlington, Oxford City and Didcot.



Oxfordshire is a wonderful place to visit. With amazing architecture and history, beautiful villages, traditional market towns and hidden treasures, there is so much to explore. It is home to famous literary figures, unique traditions and the city is famous for its dreaming spires skyline.

Oxfordshire



Berkshire

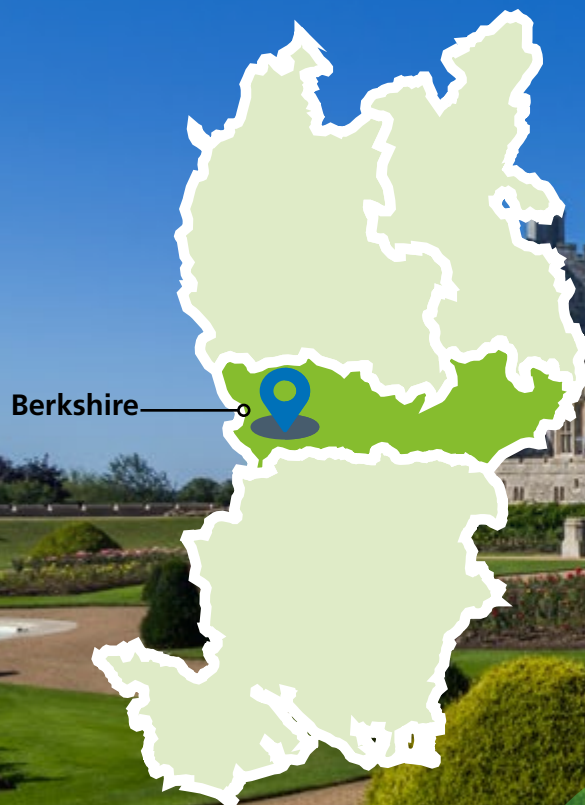
Bordering Oxfordshire, Buckinghamshire, Greater London, Surrey, Hampshire and Wiltshire, Berkshire is home to the famous Windsor Castle, which is still used to this day by our Royal Family.

Birthplace to Kate Middleton, Bucklebury Berkshire is a beautiful rural area neighbouring the culturally rich city of Reading. Berkshire is a popular destination for royal events, horse racing, football and rugby.

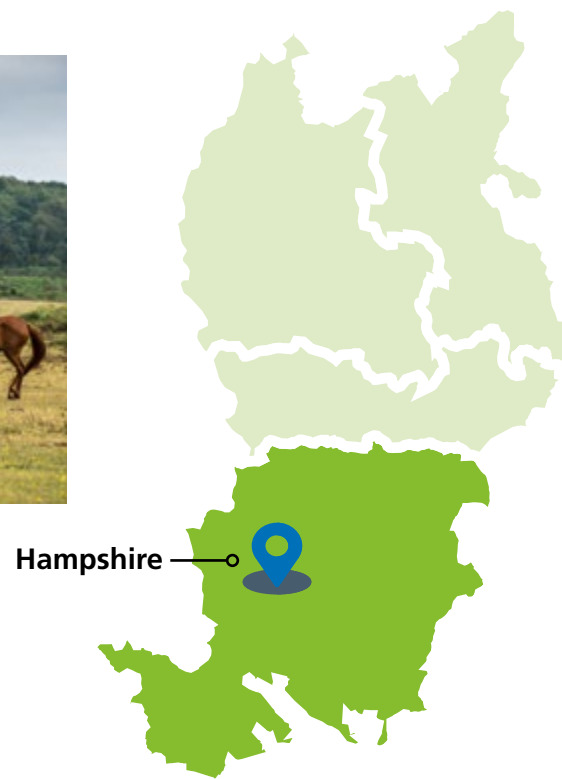
Travelling around Berkshire is easy with main motorway connections along the M4 which leads to London and Wales. Reading features a large railway station with access to the famous London Underground. The new **Elizabeth Line** is available at the station, giving you speedy access to hotspots such as **Liverpool Street and Paddington**.



Berkshire is home to three ambulance stations located in: Newbury, Reading and Bracknell.



“Berkshire, the weekend home of the British Royal Family, home to the iconic Windsor Castle, the world famous long walk and the beautiful Windsor Great Park.”



Hampshire

This is the most southern part of the SCAS footprint which borders Berkshire, Surrey, West Sussex, the Isle of Wight (across the Solent), Dorset and Wiltshire.

Hampshire is the perfect blend of city, coast and country with many popular cities including Portsmouth, Winchester and Southampton which get very busy in the summer with lots of visiting holiday makers. Southampton and Portsmouth are also both homes to the Royal Navy's main bases.

You can arrive in Hampshire via land, sea or air via Southampton airport, the docks at Southampton and Portsmouth and railway links via Southern Western Railway and motorways including the M3 and M25.



Hampshire is home to 12 ambulance stations located in: Basingstoke, Whitchurch, Andover, Alton, Petersfield, Winchester and Eastleigh, Hightown, Cosham (Portsmouth), Nursling, Hythe, Lymington and Ringwood.

Join us - in saving lives

Hampshire is the perfect blend of city, coast and country, blessed with the natural beauty of two National Parks and thriving culture, with history and heritage at its heart



Why join us

Embarking on a new career can be daunting, and moving to a new country may feel overwhelming. Here at SCAS we will support you every step of the way to ensure your new transition is as smooth as possible.

We are committed to your personal development and training, you will have endless opportunities to learn whilst you earn and continue your career progression.

Some of the learning experiences we offer are:



**Leadership
courses to aid
progression**



**Clinical
opportunities**



**Vocational
education
opportunities**



Apprenticeships

Lizzy Agnew

One of the main reasons why I wanted to come to the UK, was for the chance to explore, a chance to meet new people and grow my independence.

I chose South Central Ambulance Service because I could explore everywhere, being right in the centre of the UK. My travel list is endless! Since I have been here, I've done about seven countries. The hardest part is picking where to go next!

SCAS helped me by organising my visa, booking my flights, my accommodation and transport.

They put us in touch with all our housemates before we arrived, so we had people to reach out to and contact if we had any issues.

In terms of development, I've definitely built my confidence. You always have those doubts, **"Am I good enough? Am I suitable for this role"** but once you get out there and you start practicing, your confidence does build.

If someone asked me if they should come and work for SCAS, I would say, **"absolutely, definitely!"** Everyone is so understanding, so caring and very much willing to help if you need assistance.

Absolutely take that leap it's **100%** worth it.



Olivia Tindal



I have always wanted to move to England since the beginning of my university journey and Oxford has been on my bucket list. SCAS stood out to me! I am pinching myself every day that I was lucky enough to land a career exactly where I have wanted for years.

I would highly recommend SCAS. Everyone has been very welcoming, and the support provided has been amazing to settle all of us into the new English lifestyle.

My standout moment has been the people at Oxford City; they have welcomed us in and included us from day one. I can say on behalf of all the Australians who have moved over here with me that Oxford and SCAS is a lovely place to work. Being able to travel to different countries so close to home is also a big plus.

Reuben Jarvela

SCAS has been incredibly supportive to me, and I've seen that same support shown to the second Australian/New Zealand intake that arrived after us.

Whether that be providing initial accommodation, temporary cars for personal use or even just helping some in our cohort put beds together or helping with car insurance, the team at SCAS go above and beyond to help make you feel at home.

I completely recommend SCAS to all those paramedics recently graduated who wish to work in a progressive and supportive service with the comfort of knowing you will be assisted from the moment you find out you got the job, to the un-ending future you may have with SCAS.



Benefits of joining

We care for our staff as we do our patients; looking after you is just as important.

We have a specialist pastoral team who will help and support you in your transition from your home country to the UK.

You will have regular one-to-one video calls with the team to help ease any concerns or worries. We understand there may be apprehensions, so lean on us to help you get to your career destination. Our education team is also on hand to ease you into your new role seamlessly.

The pastoral team will be pleased to meet you at the airport and take you to your new accommodation. They can help with setting up bank accounts, registering with a GP and finding your long-term accommodation.



Our international paramedic recruitment package includes:

- Certificate of Sponsorship and visa
- Flights booked and paid for
- Meet and greet at the airport in the UK
- Transport from the airport to your accommodation
- First 10 weeks of shared accommodation provided
- One car per household for first 10 weeks
- Welcome food package
- Welcome booklet on the local area
- Dedicated pastoral lead



Pay and pension

Advice, guidance and support on staff reward, the NHS Pension Scheme, NHS pay and NHS terms and conditions of service can be found by scanning the QR code.

For the latest NHS Agenda for Change pay scales:
<https://www.nhsemployers.org/>



Wellbeing

SCAS has developed six distinct pillars to align health and wellbeing for employees, as set out in the SCAS People Strategy. These take a holistic approach to supporting good health for all. These pillars, and the initiatives under them, are as follows:



Optima

Optima Health offer practitioner appointments, counselling, physiotherapy, wellness webinars, MOT health checks and general wellness advice. They also advise the trust on the best way to assist you during periods of illness. Speak to your manager for a referral in the first instance.

Join us - in saving lives

Health assured

Here to support you with personal problems and help you work towards realistic, achievable solutions. This can include assessment, short-term counselling and referral services for you and your immediate family. The 24/7/365 service is free, confidential and accessible online, by telephone or via the app.



Home technology scheme

Choose from a range of desktops, laptops, tablets, smart TVs, mobiles, wearable devices, white goods and games consoles whilst saving on national insurance and occupational pension.



Cycle to work

Cycle to work not only keeps you active; as it is a tax-free initiative, it helps you save up to 30% on the latest cycling equipment. Plus, if you contribute to the NHS Pension Scheme, you can save up to 37%. Choose from a range of bikes and accessories from leading brands, including road, mountain, hybrid and electric bikes.



Car scheme

Choose a brand-new car of your choice and specification, no deposit and or credit check required and gain large discounts over private schemes. Included in this scheme, you will receive routine servicing, breakdown and recovery service, full comprehensive vehicle insurance for you and your partner and so much more.



The international recruitment process



1 Application

When you are ready simply send your CV to: **International.Recruitment@scas.nhs.uk** or apply via our **scasjobs.co.uk** website. Please be sure to detail as much content within the relevant sections – this really does help with shortlisting.

1

2 Shortlisting

Once the advert is closed your application will then be sent to our international education team where a thorough check against the selection criteria will take place and if you meet the requirements, you will move to the interview stage.

2

3 Interview

The interview stage consists of two parts:

- 1) a clinical scenario assessment
- 2) an online interview hosted by recruitment and education team members.

3

4 Pre-employment checks

Once you have been offered the role you will be contacted by our recruitment team who will commence the pre-employment checks including, ID, police checks and references.

4

5 Visa and flights

We will help you get here by providing you with a certificate of sponsorship for you to be able to apply for your visa. We will also book your flights for you.

5

6 Training

You will join fellow recruits and attend a dedicated international paramedic training course run by our international education team. This includes a full induction into South Central Ambulance Service, observation shifts on the road, classroom and virtual training.

6

Future progression

Starting with SCAS as a newly qualified paramedic to qualified paramedic

NQP/IEP Fast-track progression to Band 6 Paramedic

As a newly qualified paramedic (NQP) you will respond to urgent calls, delivering high quality, effective pre-hospital care. You will carry out assessments, treatment and transportation of patients working as part of a multi-professional team.

The NQP title applies to all paramedics who have been qualified for less than two years with the Health and Care Professions Council (HCPC).

NQPs with additional support and guidance from senior colleagues, work as an NQP for a period of up to 24 months before moving into a qualified paramedic role (band 6).

This ensures safe practice and provides consolidation of learning (CoL) post registration, supporting the transition of new registrants into clinical practice.

It has been agreed nationally that all internationally educated paramedics (IEPs) will automatically be enrolled on to the NQP programme as newly registered HCPC clinicians.

It is recognised that many IEPs come to the UK with extensive experience and in exceptional cases, may be able to gain confidence and capability to move through the CoL period in less than two years. NQPs/IEPs who feel they can do so through existing skills, experience and education are required to evidence this using this fast-track process for accelerated progression to a qualified paramedic role and access the full scope of paramedic practice.

To qualify for fast-track progression, all successful applicants must meet agreed eligibility. Details on request.



Trainee Specialist Practitioner - Band 6

The trainee specialist practitioner role is a two-year training and education programme to become a specialist practitioner in urgent care.

You will be responsible for providing care, assessment, diagnosis, treatment and referral across a wide range of patient groups with emergency and urgent care needs, in a wide range of settings, whilst also operating as a registered paramedic/nurse when not undertaking classroom study or placement shifts.

HART Paramedic - Band 6

HART paramedics work within hazardous areas, to deliver the highest standards of pre-hospital specialist clinical care to all patients affected by any major civil emergency or release of hazardous materials, whilst using specialist protective equipment (PPE) within the inner cordon or 'Hot Zone'.

Clinical Team Educator - Band 6

This role provides support and facilitates high quality education and training (clinical and non-clinical) to members of the trust, both within the education centres and in an operational setting.

As a clinical team educator you will be responsible for an individual portfolio of education and providing subject matter expertise to be allocated by the senior education manager (SEM).

You will provide leadership, expert clinical advice, supervision and mentorship in an operational setting to heads of operations, clinical operations managers, team leaders and clinical team educators.

Specialist Practitioner - Band 7

The specialist practitioner (SP) paramedic team provides 24/7 enhanced clinical support and supervision of staff across a range of clinical settings including emergency, primary care, and community care.

Working as an autonomous practitioner the SP provides advanced clinical management and co-ordination of complex and challenging care to patients in clinically demanding situations and environments. SPs are selectively targeted and deployed as a primary response, or additional resource and may rotate through a variety of emergency and primary care settings.

A highly proficient practitioner, the SP provides care and treatment to patients presenting with undifferentiated urgent and unscheduled care problems, managing patients in, or closer to, home, presenting with chronic and long-term conditions as well as minor illness and minor injury.

Team Leader (Operations) - Band 7

As a team leader (operations), under the direction of the clinical operations manager, you will be responsible for the management of your designated team.

Working with the clinical team educator, you will contribute to the provision of management, leadership and direction for the locality. The team leader will ensure that resources are used efficiently and effectively in response to service delivery needs and offer daily management and responsibility to ensure the delivery of the national standards and quality requirements.

Find out more about roles available at scasjobs.co.uk.



FAQs

Will I be supported in my move to the UK?

Absolutely! We have a dedicated pastoral team who will support your move to the UK and continue that support whilst you join us here at SCAS.

Our pastoral team will organise all your visas, flights, accommodation and settling in time when you arrive.

Will somebody meet me at the airport?

Our international pastoral team will be waiting in the arrival hall for you once you have landed. They will have a sign with your name on so please do look out for them.

How does the visa process work?

Nine weeks prior to your arrival we will issue you with your certificate of sponsorship, and at this stage you will check all information is correct.

Once you have confirmed this, we will send you a link to complete your visa application along with a step by step guide on how to fill this application out. At the end of your visa application, you will be asked to book a biometrics appointment. This is a face-to-face appointment where you will need to take your certificate of sponsorship, passport, and police certificate. At this appointment, you will be expected to hand in your passport; this will then be sent off to complete the visa process.

Visa processing time is between 4-8 weeks.

What happens if my visa does not come back in time?

Keep us updated with any information you have regarding your visa. If we need to, we can (in exceptional circumstances) rearrange flights. Please provide us with regular updates and give us as much notice of any changes as possible.

How long is my sponsorship and visa for?

Your sponsorship and visa are arranged for an initial three-year period. If you decide at the end of these three years to stay and continue your career journey with SCAS, we will support in renewing your visa and sponsorship.

Can I bring my family and pets over with me?

You absolutely can! We do advise you wait until after your training, just to give yourself the best opportunity to allow yourself to settle into your new role first.

Most of our new international colleagues, spend the first six months, settling in, adapting, and training, then they feel more prepared to move family and pets over.

Unfortunately, we are unable to financially support with your family or pets moving to the UK, but we can help and advise you with what they will need to be able to enter the UK.

FAQs

Do I need a UK mobile number and how do I go about this?

You do not need a UK mobile number prior to coming to the UK, but once in the UK, we will support you to get one. Having a UK phone will be much cheaper for you as you will not have to pay any international dialling charges.

All accommodation provided comes with wi-fi so you will be able to access this as soon as you get to your accommodation.

Why do I need a UK bank account?

You will need a bank account here in the UK so you can receive your monthly wages and any expenses paid back to you at the earliest opportunity. Prior to you arriving in the UK, we will send you information on how to open a borderless bank account to start you off, then once settled into the UK, we will support you in getting a high street bank account.

Can I choose where I am based?

You can certainly let us know if there is somewhere specific you would like to be based. We will try our best to accommodate your request, where possible. Placements are all decided on clinical vacancies and the highest demand for the service.

Can I drive on my international licence?

Yes, you will be able to drive on your international licence and our dedicated driving team will be able to assist you in changing this to the UK licence.

The only element of driving that you cannot complete straight away is your C1 licence as you must be in the country for 185 days before undertaking this additional driver training. Due to this government ruling, until the 185 days has elapsed this will mean you starting with the trust as a non-driving paramedic.

What are the costs to me?

You will need to pay for your visa when you apply for it. You will be able to claim this cost back when you get to England and have added this to your expenses claim.

We will pay for your flights and 10 weeks of accommodation.

When will I start shift work?

After you have completed your clinical education course you will start shift work; this is around week seven.

FAQs

Why do I need to complete an occupational health appointment in my country?

We ask you to do an occupational health appointment in your own country so that we know you are fit for work before coming to the UK. Once in the UK you will complete an occupational health appointment with our own providers prior to starting your course.

How do I book more luggage if I need it?

If you require more luggage than allocated on your ticket, this will be your responsibility to add this yourself. You will be able to do this through the booking confirmation that SCAS send to you.

Who do I speak to if I have a problem?

Pre-arrival you can speak with the recruitment or pastoral team by emailing international.recruitment@scas.nhs.uk.



To find out more:

Email: international.recruitment@scas.nhs.uk

Tel: +44 (0)1869-36500 option 1 for recruitment

Website: scasjobs.co.uk

