SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST

Person Specification - TRAINEE PARAMEDIC

Specification	Criteria	Method of Assessment
Qualifications and Training	 Essential 5 GCSEs at grade 4 (C) or above including Maths, English Language, and a Science (Integrated/Combined Science, Biology, Chemistry or Physics) or equivalent. (Functional Skills level 2 will be accepted in lieu of GCSE Maths and English Language). 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 and INTERNAL ECAs should apply through the normal apprentice paramedic development route. Full UK Manual Driving Licence and C1 (provisional accepted at the time of application – must have 'full' C1 6-weeks prior to starting employment in position if successful). (The Trust will consider applications who have up to 3 live penalty points to their licence). 	Application and certificates Application and DVLA licence check
	The Trust's 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. Each case would need to be passed to the Trust's brokers / insurers in order for the individual circumstances to be taken into account. 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). Desirable Level 3 qualifications or higher (e.g. A levels, BTEC level 3, NVQ level 3, T levels, Access to Higher Education Course)	

Knowledge and Experience	 Experience of working with people in a service style industry (e.g. working with customers). Experience in working in a performance environment. Understanding of NHS developments and their impact on the Trust. Knowledge of the challenges facing health and social care. Demonstrates the ability to work on own initiative and as part of a team. Highly effective communication skills, both verbal and written. Can assess risks, anticipate difficulties and take appropriate action. Proficient in the use of IT and communications systems. 	Application & Interview
Skills and Aptitudes	 Prepared to undertake study in your own time (for which no overtime or TOIL will be provided) alongside full time working hours and set classroom training. Able to produce written pieces of work to meet the academic requirements of the programme. Prepared to commit to completing the apprenticeship programme. Has considered how to balance working and learning, including the impact upon personal time/family life. Demonstrate a pro-active approach to challenges. Demonstrate the ability to work with all staff, patients and stakeholders in delivering a professional service. Demonstrates resilience, persistence, confidence and self-belief. Demonstrates self-awareness, including impact on others. Ability to work under pressure and meet deadlines. High levels of personal integrity. Demonstrates SCAS Values. Understands the importance of diversity and inclusion and raising awareness of equal opportunities. 	Application & Interview

Physical Requirements	Physically able to undertake all aspects of a patient facing role including the ability to use all aspects of patient moving equipment.	Test
	 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 8st (50.8kg) between 2 people. 	Test Test
Special Requirements	 Ability to work and remain calm under pressure. Ability to work in a challenging environment Ability to deal with patients and members of the public with dignity and respect. DVLC C1 Age Restriction (i.e. Minimum Applicant Age is 18) 	Application & Interview

ASSESSMENT METHOD:

A = APPLICATION FORM

P = PRESENTATION

I = INTERVIEW

T = TEST

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