

SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST

Person Specification – TRAINEE PARAMEDIC

Specification	Criteria	Method of Assessment
Qualifications and Training	<u>Essential</u> 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). <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 4 & 5 and INTERNAL ECAs should apply through the normal apprentice paramedic development route.</i> - 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). 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. <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 (12 months after the conviction).’</i> <u>Desirable</u> Level 3 qualifications or higher (e.g. A levels, BTEC level 3, NVQ level 3, T levels, Access to Higher Education Course)	Application and certificates Application and DVLA licence check

Knowledge and Experience	<u>Essential</u> • 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	<u>Essential</u> • 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	<u>Essential</u> 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	<u>Essential</u> - 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.