

SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST**Person Specification- FIRST CONTACT PRACTITIONER- Primary Care (registered paramedic)**

Specification	Criteria	Method of assessment
Qualifications and training	<p><u>Essential</u></p> <ul style="list-style-type: none"> • A minimum of BSc in Paramedic Science or equivalent clinical academic qualifications. • Hold a relevant and recognised postgraduate advanced practice qualification (Level 7). • Professional body registration (HCPC). • Full manual UK driving licence (C1 essential). We will consider applications that have up to 3 points dependant on the nature of the offence. Any offence relating to drink / drugs showing on the licence will be considered on an individual basis. 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). Please note that if you are an internal candidate already employed by SCAS and drive for the service, we will be checking your internal licence in line with SCAS driving standards and the Trust's CPP V19 driving policy. We will accept up to and including 4 internal penalty points. If you have more than these specified points, your application may be withdrawn. All checks will be completed after shortlisting but prior to an assessment or interview invitation. • Level 3 IHCD/FutureQuals Ambulance Emergency Driving qualification. • Must hold ILS or ALS qualification. • Willingness to undertake further development to become a Paramedic prescriber, as opportunities arise. 	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>

	<p><u>Desirable</u></p> <ul style="list-style-type: none"> • Master's degree or postgraduate qualification in a relevant field. • A recognised teaching qualification or equivalent demonstrable ability with evidence of teaching in practice and/ or classroom situations. • Mentoring and coaching; minimum of level 6 (certificate) or significant demonstrable development of mentoring and coaching skills through formal learning and application. • Qualification incorporating extended clinical practice skills (e.g. Paramedic/ Emergency Care Practitioner, First Contact Practitioner, Critical Care Paramedic.) • Independent prescribing qualification. • Leadership qualification; minimum level 6. 	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>
Knowledge and experience	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Significant experience of working in an Emergency or Urgent Care environment. • Demonstrates and maintains an up to date working knowledge of all clinical and technical procedures appropriate to this role. • Good knowledge of the professional clinical guidelines and code of conduct appropriate to this role and of the policies, procedures and protocols relevant to this post. • Good working knowledge of the current legislation relevant to this post. • Good knowledge of Clinical Audit relevant to this post; demonstrates previous ability to undertake personal reviews of practice. <p><u>Desirable:</u></p> <ul style="list-style-type: none"> • Experience of using a variety of IT software, including Microsoft Windows. • Knowledge of National Health Service Framework issues. 	<p>A/I</p> <p>I/T</p> <p>I/T</p> <p>I</p> <p>I</p> <p>A/I</p> <p>I</p>
Skills and aptitudes	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Able to perform frontline operational duties as a FCP Paramedic for the Ambulance Service and when working for stakeholders. Providing care and advice of an advanced nature to patients and carers. • Demonstrates clear clinical leadership- supporting other staff in both operational and learning environments. • Demonstrates the ability and commitment to provide high quality patient care, appropriate to patient needs. • Good verbal, listening and written communication skills. • Able to communicate across wide demographic boundaries in an appropriate manner. 	<p>A/I/T</p> <p>A/I</p> <p>A/I/T</p> <p>A/I</p> <p>A/I</p>

	<ul style="list-style-type: none"> • Displays good interpersonal and communication skills with other Healthcare professionals, other Emergency Responders, colleagues and members of the public. • Ability to use data to measure clinical effectiveness. • Able to operate all appropriate information systems in an efficient and effective manner relevant to this post. • Able to operate all equipment safely and in accordance with Trust policy, procedures and protocols. • Respects and applies patient confidentiality at all times. • Displays good diplomatic skills, is tactful and discreet. • Good organisational skills; is able to prioritise workload and act effectively under pressure. • Is a good role model and has the ability to provide appropriate clinical guidance, mentorship and clinical leadership to Trainee SP/Ns/FCPs and other members of the clinical team. • Able to produce detailed and accurate records in accordance with Trust policy. • Able to assimilate information and skills through training or personal development and to apply these practically in the working environment. • Able to evidence a commitment to personal quality standards and personal development – maintaining a professional portfolio and undertaking CPD on a regular basis. 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>A/I</p> <p>A/I</p> <p>I</p> <p>A/I</p> <p>A/I</p>
<p>Personal attributes</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Is self-motivated with ability to work within occupational guidelines. • Displays excellent attention to detail. • Maintains a flexible and proactive approach to work. • Is confident in working alone or as part of a team according to operational need. • Demonstrates a fair and consistent approach to work and relationships, being confident and assertive but approachable. • Adaptability – especially in a changing environment. • Professional demeanour. • Demonstrated high personal standards. • Displays a positive attitude. 	<p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>

Special requirements	Essential <ul style="list-style-type: none"> • Demonstrable driving experience while holding full manual UK driving licence, with no more than 3 penalty points for a minor offence. • Good attendance record. • Demonstrates a commitment to the Trust's equal opportunity and diversity policies and can demonstrate their incorporation into personal practice. • Must participate and undertake in block placement collaborative working partnerships within the wider health care system – urgent care, primary care, community care. • Must successfully complete the Stage 1 & 2 educational criteria laid out in the HEE Paramedic First Contact Practitioner Road Map; if not already completed. • Mandatory Double Covid Vaccination Required • DBS check required (enhanced) • DVLC C1 Age Restriction (ie Minimum Applicant Age is 18) 	A A I A/I I A A A
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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.