

What do Associate Ambulance Practitioners (AAPs) do?

AAPs are important members of the frontline ambulance service team. They have key roles to play in assessing, treating and managing patients, enabling paramedics to apply their clinical expertise and working as the clinical lead when crewed with Emergency Care Support Workers (ECSWs).

Within the South East Coast Ambulance Service NHS Foundation Trust (shortened to SECAMB, or 'the Trust')

The main responsibilities of fully qualified AAPs include:

- Working in a range of urgent, emergency and critical out-of-hospital settings, including within ambulances and patients' homes;
- Assessing, treating, diagnosing, managing and discharging patients, administering medicines as appropriate, and making referrals to other services, all with appropriate senior clinical support;
- Assessing and advocating for safe and effective patient care through appropriate decision-making, and escalating decision-making to more senior clinicians as appropriate.

Depending on their level of experience SECAMB AAPs will work with another colleague – a Paramedic, Newly Qualified Paramedic (NQP), Technician, another AAP or an ECSW - in a double-crewed vehicle, responding to patients with conditions ranging from life-threatening illnesses or injuries to other emergency cases to urgent care needs.

All AAPs in training will work under the supervision of an appropriately qualified and experienced colleague at the same level or above for at least 750 hours.

After successfully completing their training course, AAPs will work alongside colleagues of different grades (as above) and will be eligible to apply for a range of further training and development opportunities should they so wish.

How can I work as an AAP within SECAMB?

There are four ways you can work as an AAP within SECAMB:

- Train as an Emergency Care Support Worker within SECAMB then apply for one of SECAMB's in-service AAP training courses;
- If you are already an ECSW but not currently working within SECAMB, then apply to join SECAMB as an ECSW, and upon successful completion of any required training (to be assessed on application) and probation period, apply for one of SECAMB's in-service AAP training courses;
- Train as an AAP within another organisation (e.g. another ambulance service or within the military forces) then apply to join SECAMB as an Experienced AAP; or
- Apply to join SECAMB as a Trainee AAP, entering straight into AAP training. This route is for those with no prior experience of frontline ambulance services. It will particularly suit those with both an ambition and the right level of aptitude and qualifications to progress rapidly on to in-service Paramedic training after successfully completing AAP training.

We advertise all of these opportunities on NHS Jobs.

All AAPs will have successfully achieved the FutureQuals Level 4 Diploma for Associate Ambulance Practitioners.

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**South East Coast
Ambulance Service**
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**Your Career with SECAMB:
Associate Ambulance
Practitioner (AAP)**

Level 4 Diploma for Associate Ambulance Practitioners

The FutureQuals Level 4 Diploma for Associate Ambulance Practitioners is a nationally recognised and accredited diploma that prepares students for the role of AAP.

Some of the topics covered are:

- Patient assessment;
- Mental health;
- Care of the elderly;
- Vehicle familiarisation;
- Management of trauma; and
- Management of medical emergencies.

Fundamental elements that underpin quality care are also covered, such as:

- Privacy and dignity;
- Equality and inclusion;
- Person-centred care; and
- Communication.

The training programme combines classroom learning with periods of practical clinical placement to assist with consolidating learning and practicing new skills within a supported clinical environment.

Taught sessions are delivered using a number of methods such as lecture style sessions, workshops and simulated scenarios.

Elements of the programme are delivered by experienced paramedics, healthcare professionals, and subject matter experts.

The AAP Programme requires completion of a minimum number of classroom and practice hours. Additionally, students are required to develop a portfolio of evidence which enables students to demonstrate their experience, knowledge, understanding and clinical skills.

Once classroom and practice hours have been completed, students start their Consolidation Period, which is a structured transition, during which NQAAPs have access to and are supported by experienced staff to help them develop their confidence and refine their skills, values and behaviours.

Within SECAMB:

■ Although deemed safe and competent at the point of successfully completing taught elements of the Level 4 AAP Diploma course, a newly graduated AAP is known as a 'Newly Qualified AAP' (NQAAP) throughout their Consolidation Period.

■ Upon successful completion of the Consolidation Period, the role title is changed from Newly Qualified AAP (NQAAP) to 'AAP1'.



Progression options for SECAMB AAPs

After successfully completing the AAP programme, it is important that AAP1s have enough time to settle into their new role. When ready to progress, there are three main options for AAP1s to consider:



Route 1

You're happy as you are, with no wish to progress further (progression is not mandatory):

- Remain as an AAP1 on Band 4 pay

Route 2

You'd like to stay working as an AAP but would like to develop your role further and take on additional responsibilities that merit a pay increase:

■ Complete 3,500 hours of frontline clinical practice as an AAP1. After abstraction (e.g. for annual leave, sickness absence, training), typically it will take a full-time worker around 2 years to achieve 3,500 frontline practice hours. It will take part-time workers longer to accrue 3,500 hours, but full-time workers could do it in less than 2 years if additional overtime shifts are undertaken.

■ Successfully complete additional training*

■ Apply internally, via your line manager, to take on additional responsibilities as an AAP2 on Band 5 pay. You will need to evidence the completed hours and

required training components: check with your line manager how records of your hours and training will be maintained. Together, you and your line manager would complete a staff changes form.

■ All AAP1s will be supported to follow this route, but only if they wish to do so.

Route 3

You've been successful in your internal application to pursue a 4-year training and development programme to become a Paramedic:

■ Upon successful completion of the 2-year BSc (Level 6) training programme, which involves day release from your paid duties to attend University, you graduate as a Newly Qualified Paramedic on Band 5 pay.

■ Upon successful completion of the mandatory 2-year preceptorship programme for NQPs you become a Paramedic on Band 6 pay. The NQP preceptorship programme allows you to settle into your new role as a Newly Qualified Paramedic whilst also completing the Practice Educator PE1&2 courses and a portfolio of evidence to aid your development.



AAPs can seek to move from Routes 1 or 2 to Route 3 at any time.

There may also be other opportunities to progress throughout the wider Trust, such as they arise. Internal opportunities, including secondments, are advertised on NHS Jobs.

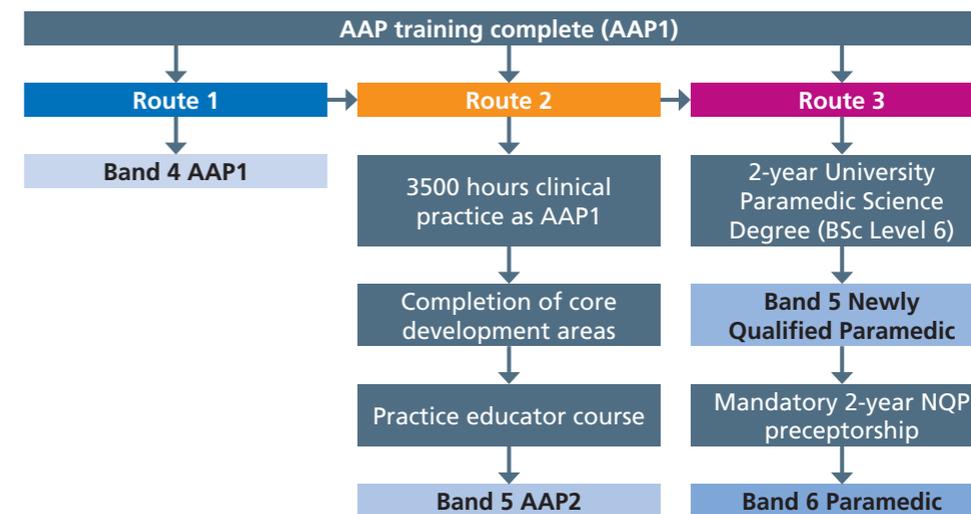
*Training courses that must be completed by AAP1s seeking to apply to become an AAP2:

- Practice Educator Course
- Core mandatory components: cardiac arrest management, human factors and crew resource management
- A choice of at least two components selected from a range, which include: dementia care, end of life care, sepsis, STEMI recognition

Please note: the topics that are offered for the core and mandatory components may change from time to time depending on the priorities of the Trust.



Note: if you are an AAP that joined SECAMB after having done your AAP training elsewhere (e.g. in another ambulance service or in the military), you will join SECAMB as an AAP1. If you seek to follow Route 2 and become an AAP2, your prior experience and learning will need to be individually reviewed by the SECAMB Clinical Education team and your line manager.



For information on pay scales ask your line manager or tutor, or visit www.nhsemployers.org/pay-pensions-and-reward/agenda-for-change