



Internal Ref:
Email:

Trust Headquarters
Nexus House
4 Gatwick Road
Crawley
West Sussex
RH10 9BG

Dear ,

Tel: 0300 123 0999
www.secamb.nhs.uk

The trust is in receipt of your information request, thank you. Please accept this formal response, which has been given the internal reference quoted above. Please quote this reference number in any correspondence.

Please accept the Trust's sincere apologies for the delay and inconvenience you have experienced regarding this response. At the time of writing the Trust continues to receive high volumes of FOI requests, many of which are complex and time consuming. In this instance, the Trust has not responded within the required 20 days, and for this we apologise.

Request

You asked us:

Dear South East Coast Ambulance Service NHS Foundation Trust,

Some concerns have been raised in regards to the recent shortlisting of applications for Trainee Critical Care Paramedic. These concerns are primarily based upon colleagues whom had covered all the essential and desirable criteria's have not been taken forward for assessment however those who did not have some of the essential criteria have been.

Please can you answer the below questions?

- What percentage of those shortlisted were internal candidates?**
- What percentage of those shortlisted were identified as BAME on TRAC?**
- What percentage of those shortlisted identified as females?**
- What percentage of those shortlisted identified as members of the LGBTQ+ community?**

If possible please give a breakdown of the marking criteria and points/weighted value for the essential and desirable criteria's.

We have processed your request under the Freedom of Information Act 2000 (FOIA)



Response

The formal Trust response follows.

The Trust confirms it holds the information you requested.

Some concerns have been raised in regards to the recent shortlisting of applications for Trainee Critical Care Paramedic. These concerns are primarily based upon colleagues whom had covered all the essential and desirable criteria's have not been taken forward for assessment however those who did not have some of the essential criteria have been.

Background The Trainee Critical Care Paramedic vacancy received 209 applications, this advert was advertised via multiple sources including Indeed, NHS Jobs, SECAmb internal mailings, and our website directly.

Breakdown for all applications

14.35% of shortlisted candidates were invited to interview
26% identified as female
16% identified as BAME
15% identified themselves as members of the LGBTQ+ community
25% were internal candidates

Please can you answer the below questions?

- What percentage of those shortlisted were internal candidates?

- 50% were internal candidates

-What percentage of those shortlisted were identified as BAME on TRAC?

- 35% of shortlisted applicants identified as non-white British

- What percentage of those shortlisted identified as females?

- 35% of shortlisted applicants identified as female

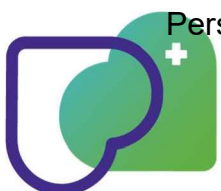
- What percentage of those shortlisted identified as members of the LGBTQ+ community?

- 20% identified themselves as members of the LGBTQ+ community

If possible please give a breakdown of the marking criteria and points/weighted value for the essential and desirable criteria's.

Please see the shortlisting criteria from the job description, and overall marks available. These scores are aggregated to select the top scoring candidates who are then taken through to interview.

Person specification



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Qualifications

Essential criteria

Maximum score 6

- HCPC registered Paramedic with no current sanctions.
- Honours degree 2.2 or above in Paramedic Science or related subject or as a minimum completion of at least 30 credits at Level 6 or higher with a pass
- IHCD/FutureQuals Emergency Driving
- Life Support Course (newborn, paediatric, adult)/PHTLS/DipIMC
- Current driving licence (manual) with C1
- Mentorship/Education Qualification

Desirable criteria

Maximum score 2

- Member of the College of Paramedics
- Have undertaken training relevant to developing towards this role

Knowledge

Essential criteria

Maximum score 4

- Understanding of human factors / CRM in pre-hospital care
- High levels of current clinical knowledge
- Knowledge of local and national policies informing paramedic specialist practice
- Strong understanding of medicines management and associated legislation

Desirable criteria

Maximum score 1

- Familiarity with current research in pre-hospital and critical care medicine

Experience

Essential criteria

Maximum score 3

- Must have a minimum of 3 years post registration experience
- Current demonstrable experience of working in pre-hospital care within an NHS ambulance environment or similar
- Experience of supervising and mentoring staff in a clinical environment

Desirable criteria

Maximum score 2

- Experience of undertaking audit activity
- Experience of working in a clinical leadership role

Skills

Essential criteria

Maximum score 5

- Good numeracy and literacy skills
- Well-developed communication skills
- Identifies challenges and works with others to identify solutions
- Demonstrates leadership in practice
- Ability to work under pressure in a resource limited environment

Personal Qualities

Essential criteria

Maximum score 4

- Demonstrate ability to reflect and learn from situations
- Professional in their conduct
- Highly motivated



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- Demonstrate a commitment to lifelong learning and development

Desirable criteria

Maximum score 1

- Emotional resilience

Next steps

We hope you find the information provided to be of some assistance.

Should you be dissatisfied with our response, kindly in the first instance contact Caroline Smart, Head of Information Governance via the following email address: FOI@secamb.nhs.uk

You can ask us to review our response. If you would like us to carry out a review, please let us know within 40 working days. This will be conducted by someone who was not involved in reviewing the original response, ordinarily, the Trust Data Protection Officer.

Should you remain dissatisfied following our internal review, you can complain to the [Information Commissioner's Office](#) (ICO). You should make complaints to the ICO within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: www.ico.org.uk/foicomplaints.

The ICO's postal address is:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

**Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust**



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