

## SOUTH EAST COAST AMBULANCE SERVICE NHS TRUST

### **JOB DESCRIPTION**

**JOB TITLE:** Paramedic Practitioner

**DIRECTORATE:** Operations

**REPORTS TO:** Clinical Team Leader

**AFC BAND:** 6

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#### **1. STAFF SUPERVISED OR ACCOUNTABLE FOR**

None

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#### **2. MAIN PURPOSE OF JOB:**

##### **NHS Values**

Emergency Care Support Workers will be required to demonstrate compassionate care in their daily work and adopt the 6 Cs - NHS values essential to compassionate care i.e. Care, Compassion, Competence, Communication, Courage and Commitment. Post holders will also be required to understand and work in accordance with the NHS constitution and put the patient at the heart of their work.

Provide a rigorous and holistic assessment of patients presenting with unscheduled care needs in a variety of settings at point of first contact.

Treat, diagnose, discharge and refer patients safely based on assessment findings and patients own beliefs and expectations.

Promote and develop the role of paramedic Practitioner both within the Trust and to external stakeholders.

Show a holistic approach to unscheduled patient care in a variety of settings. Provide assessment treatment and diagnosis at point of first contact, by attending to patients in a variety of clinical or non clinical settings according to patients needs. Refer patients to an alternative care setting or treat and discharge as appropriate.

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#### **3. PRINCIPLE DUTIES AND RESPONSIBILITIES:**

- Organises and when available undertakes diagnostics tests as required, for example taking blood and other samples for analysis either at the patients side or sent away to a laboratory.
- Independently assesses needs for, and performs therapeutic procedures such as joint immobilisation, pharmacological intervention in the form of patient group directions for oral medications or injections, immunisations, and wound management.

- Provide rapid response to 999 and other calls when available and perform a thorough and comprehensive patient assessment and management to ensure that the individual needs of each patient are met within the individual practitioner's scope of practice.
- Liaise with other agencies/disciplines involved in the provision of care and treatment of patients and promote and develop cross trust partnership working.
- Maintain required standards of clinical competence and qualifications through continuing professional development.
- Demonstrate an understanding and application of evidence based practice.
- Develop and maintain integrated working with the GPs and multi-disciplinary teams within surgeries, out of hours services, minor injury units, and other health care settings.
- Undertake other additional clinical skills, which have been formally agreed by the Trusts Clinical Directorate.
- Where necessary, ensure continuity of care to patients being transported to hospital when circumstances dictate (i.e., ambulance technician crew in attendance).
- Where necessary, ensure continuity of care by following up on and managing patients already seen by another health care professional.
- Demonstrate a developing ability to process and communicate complex facts, and interprets and acts appropriately on the information with a large degree of autonomy.
- Demonstrate innovative ways of meeting individual patient and population needs within the confines of the Trust policies. Staff will not be expected to ~~must not~~ apply skills which are not within the competency framework of the practitioner education pathway unless they can demonstrate competency and the skill has been formally agreed by the Trust.
- Recognises their own personal and clinical development needs.
- Recognise the limits of their own practice.
- Participates in the development and clinical supervision of staff and students
- Shows an ability to organise self and others workload in an effective and efficient way
- Demonstrates a high standard of clinical information collection and documentation, and a use of all guidance around the collection and storage of information under the existing local and national guidance

- Identifies and assists in the collection of data for audit and research purposes as required
  - Demonstrate personal accountability in their everyday practice and an understanding of their responsibility for staff to which they delegate actions.
  - Regularly participates in locality and directorate meetings as required.
  - The post holder will be expected to adopt a flexible attitude to take account of the changing needs of the service as dictated by patient and organisational need.
  - Be required to support and move patients under the manual handling rules and regulations and use appropriate moving and handling equipment.
  - To deal with bodily fluids on a regular basis.
  - The post holder will ensure compliance with the requirements of Caldicott, the Data Protection and the Human Rights Acts and other relevant legislation and guidance.
  - To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
  - The post holder may be required to carry out a job of equal or less value than this post with relevant training to maintain service delivery.
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#### **4. GENERAL**

##### **Confidentiality**

The post holder will regularly come into contact with extremely confidential information about patients, staff and other Trust business, in order to carry out the duties of the post. Confidentiality must be maintained at all times and any breach of this will be considered a dismissable offence. The post holder therefore agrees to be bound by the provisions of the Data Protection Act and Trusts Confidentiality and IM&T security policies.

##### **Policies and Procedures**

Ensure that at all times activities are conducted in accordance with the Trust's Personnel Policies, Standing Orders and Financial Instructions.

##### **Health and Safety at Work**

South East Coast Ambulance Service NHS Trust (SECAMB) takes seriously its responsibility to comply with the Health and Safety at Work Act 1974 and other relevant legislation. Our overall aim is to minimise all risks to the lowest level practicably possible.

As employees you also have a legal responsibility to comply with the Health and Safety at Work Act 1974, other relevant information and any risk/safety related

issue introduced by SECAMB in the interests of its staff, patients, contractors and others. SECAMB has in place Health and Safety and Risk Management policies and procedures which you must read and be familiar with the contents.

### **The Health Act 2008 Code of Practice for the Prevention and Control of Healthcare Associated Infections**

**Section 11.** Under the Health Act 2006 the Trust has a duty to ensure, so far as reasonably practicable, that healthcare workers are free of and are protected from exposure to communicable infections during the course of their work, and all staff are suitably educated in the prevention and control of healthcare acquired infections.

An NHS body must ensure that policies and procedures are in place in relation to the prevention and control of HCAs such that:

**Section 11 (f)** the responsibilities of each member of staff for the prevention and control of infection is reflected in their job description and in any personal development plan or appraisal.

### **Clinical Team Leaders and Clinical Tutors**

- Responsibilities for providing leadership and to promote responsible attitudes towards infection prevention and control, ensuring that all tasks carried out by staff are performed with the utmost regard to the prevention and control of infections.
- Responsible for including infection prevention and control within appraisals of all staff under his/her control.

### **All Members of SECAMB Staff**

- The post holder will ensure they carry out their duties in a manner that maintains and promotes the principles and practice of infection prevention and control in compliance with national standards, trust policies, guidelines and procedures.

### **No Smoking**

SECAMB Trust operates a non-smoking policy that all staff must adhere to.

### **No Blame Culture**

Support the 'No Blame Culture' policy

All managerial posts are subject to the NHS Managers' Code of Conduct.

This is a description of the post as it is at present constituted and is not intended to be exhaustive. This job description may be subject to review and amendment following discussion with the post holder and in light of the changing service needs.

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## **5. JOB REQUIREMENTS**

### **Qualifications**

- Health Professions Council Registered Paramedic.
- Excellent clinical skills evidenced through Continuous Professional Development.

### **Experience**

- Minimum of two years' post registration qualification as a paramedic (or equivalent relevant experience equating to 3,500 hours in front line ambulance or acute or chronic care).

### **Knowledge and Skills**

- Strong listening and communication skills.
- Ability to empathise with and reassure patients and their family members/friends in crisis situations.
- Strong team worker with a collaborative style.
- Able to take and follow instructions.
- Ability to assess, minimise and manage risks and to defuse stressful situations and aggressive patients – and to have well developed personal stress management techniques.
- High levels of current clinical knowledge.
- Confident to work independently and make own judgements.
- Willing and able to learn and use paramedic skill set.
- Professional attitude and appearance.
- Literate. and numerate
- Committed to personal and professional development.
- Personal insight.
- Ability to pass Higher Education modules.
- Understanding and commitment to equal opportunities.
- Commitment to clinical review and evidence-based practice.
- Good self-management, i.e. self-starter, good time management and able to deliver against set objectives.
- Persuasive advocacy skills – able to develop packages of care for patients
- Reliable and conscientious.
- Physically fit and able to manoeuvre patients as required.
- Commitment to maintaining patient confidentiality, empowerment and the right to self-determination.
- Successful experience of developing initiatives in team settings.
- Ability to mentor/train junior staff and a commitment to sharing knowledge and skills.

### **Context of Job/Special Demands**

- Good attendance as evidenced by Promis Report and employment references.
- Flexibility to work in the wider health economy.
- Able to deal with the challenges of a role which is continuously developing.