## SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST

## Person Specification – NEWLY QUALIFIED PARAMEDIC

Specification	Criteria	Method of Assessment
Qualifications and Training	Essential	
	<ul> <li>Able to complete the NQP Consolidation of Learning portfolio applicable to the role</li> </ul>	A
	HCPC registered Paramedic	А
	<ul> <li>Full valid UK Driving Licence and minimum 12 months actual recent driving experience plus possession of Category B/C1 manual licence (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 <u>NOT</u> be eligible to have their application progressed until the ban was completely free from their licence (3 years after the conviction).</li> </ul>	A
	<ul> <li>Emergency Driving – IHCD or FutureQuals (training will be provided to obtain)</li> </ul>	A
	<u>Desirable</u>	
	ALS, PHTLS, PHEC or other advanced clinical courses	А

Essential	
Experience in dealing with a diverse range of people in a customer/patient environment	A/I
Up-to-date continuing professional development portfolio	A/I
<ul> <li>Understanding of goals and objectives within the NHS structure (e.g. Clinical Governance, Reforming Emergency Care)</li> </ul>	A/I
Demonstrable working knowledge of all paramedic procedures.	A/I
<ul> <li>Desirable</li> <li>Healthcare experience within NHS, nursing, private ambulance or voluntary organisation</li> </ul>	A/I
	<ul> <li>Experience in dealing with a diverse range of people in a customer/patient environment</li> <li>Up-to-date continuing professional development portfolio</li> <li>Understanding of goals and objectives within the NHS structure (e.g. Clinical Governance, Reforming Emergency Care)</li> <li>Demonstrable working knowledge of all paramedic procedures.</li> </ul>

Skills and	Essential	
Aptitudes	Able to communicate effectively verbally and in writing	
	Good interpersonal skills	A/I
	Able to develop and adapt to change	
	Problem solving ability	
	Planning and decision making skills	
	Able to work under pressure	
	Able to maintain confidentiality of information	
	<ul> <li>Is self-motivated with ability to work within occupational guidelines</li> </ul>	
	<ul> <li>Is able to work alone or as part of a team according to operational need</li> </ul>	
	IT Literacy Skills	
	<ul> <li>Able to complete clinical and other records to a high standard</li> </ul>	
	<ul> <li>Able to develop effective working relationships with colleagues and the public</li> </ul>	
	Able to use initiative/self-motivated	
	Quality/patient focused	
	Caring attitude and sensitivity to others	
	<ul> <li>Able to participate in clinical audit to evaluate clinical practice</li> </ul>	
	<ul> <li>Confident with the ability to take a lead role when required</li> </ul>	
	Able to interact with people from varying cultural backgrounds and social environments and promote values	
	of equality and diversity	
	<ul> <li>Able to develop effective working relationships with colleagues and the public</li> </ul>	
	<ul> <li>Reliable and good attitude to attendance and punctuality</li> </ul>	
	<ul> <li>Demonstrate a commitment and recognition to the core values and beliefs of an employee of the NHS</li> </ul>	
	<ul> <li>Committed to high quality patient care and patient experience</li> </ul>	
	<ul> <li>Respectful and able to promote equality in opportunity, employment and service delivery</li> </ul>	
	Committed to continuous professional development and personal growth	
	<ul> <li>Able to ensure care of own health and wellbeing to promote improvements to physical and emotional wellbeing</li> </ul>	
	<ul> <li>Able to perform the requirements of the post to an acceptable standard</li> </ul>	
	<ul> <li>Demonstrates a positive and flexible approach in line with the changing nature of the trust service delivery</li> </ul>	
	model	
	<ul> <li>Committed to the values based principles of high quality patient care to include; compassion; care; competence; communication; courage and commitment in all aspects of service delivery</li> </ul>	
	Desirable	
		A/I
	Computer literate	

Physical	Essential	
Requirements	<ul> <li>Able to undertake the physical aspects of the role.</li> </ul>	I/T
	<ul> <li>Physically able to undertake all aspects of a patient facing role including the ability to use all aspects of patient moving equipment.</li> </ul>	
	<ul> <li>Manual handling i.e. lifting, lowering, pushing and pulling patients who are not able to assist themselves.</li> </ul>	
	• To lift and carry the shared weight of (a minimum) of 12st (76.2kg) between 2 people.	
	<ul> <li>Desirable</li> <li>Previous manual handling experience in a professional capacity</li> </ul>	

Special Requirements	Essential	
rioquionionio	DBS check (Enhanced)	A/I
	DVLC C1 Age Restriction (ie Minimum Applicant Age is 18)	
	Flexibility in relation to shifts and job demands	
	Reliable and good attitude to attendance and punctuality	
	Professional demeanour	
	Sets high personal standards	
	Motivated for post	
	If coming from overseas, demonstrable experience of driving a manual vehicle	
	<ul> <li>Demonstrates a commitment to the Trusts equal opportunity and diversity policies and can demonstrate their incorporation into personal practice.</li> </ul>	А
	Desirable	
	Institute of Advanced Motorists or any other professional driving qualification	

ASSESSMENT METHOD: A = APPLICATION FORM P = PRESENTATION I = INTERVIEWT = TEST

All candidates will be subject to OH clearance (inc Emergency Driving), an Enhanced DBS and professional registration checks where applicable and any other requirements for employment in the NHS in line with national guidance.