

SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST

Person Specification - PARAMEDIC

Specification	Criteria	Method of Assessment
Qualifications and Training	<p><u>Essential</u></p> <p>Must have valid UK driving licence with manual category C1 entitlement. <i>(We will consider applications that have up to 3 penalty points dependent on the nature of the offence. Any offence's relating to drink / drugs showing on the licence will be rejected).</i> <i>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).</i></p> <p>HCPC registered Paramedic. Educated to degree/diploma level in Paramedicine or equivalent experience.</p> <p>Trust approved emergency driving qualification, IHCD, D1, D2 qualification or Future Quals.</p> <p><u>Desirable</u> ALS, PHTLS, PHEC or other advanced clinical courses.</p> <p>Mentorship qualification</p>	<p>A/I</p> <p>A</p> <p>A</p> <p>A/I</p> <p>A/I</p>

Previous experience (Paid/ Unpaid relevant to job)	<u>Essential</u>	
	Experience in dealing with a diverse range of people in a customer/patient environment.	A/I
	2 years post registration experience in clinical practice, or less if progressed through the national fast track programme.	A/I
	Successful completion of the NQP period or equivalent previous experience which can be evidenced.	A/I
	Up-to-date continuing professional development portfolio.	I
	Demonstrate a high level of professionalism, responsibility and accountability.	I
	Experience of supervision, mentorship and development of a range of clinical staff in relevant practice settings.	A/I
	<u>Desirable</u>	
	Healthcare experience within NHS, nursing or voluntary organisation.	A/I

Skills, knowledge, ability	<u>Essential</u> Ability to communicate effectively verbally and in writing in complex, contentious and sensitive situations.	A/I
	Good interpersonal skills. Ability to develop and adapt to change.	A/I
	Problem solving ability. Ability to work as part of a multi-disciplinary team.	A/I
	Planning and decision making skills.	A/I
	Ability to work under pressure with minimum supervision.	A/I
	Able to maintain confidentiality of information.	A/I
	IT Literacy Skills.	A
	Able to complete clinical and other records to a high standard.	A/I

Aptitude and personal characteristics	<u>Essential</u>	
	Ability to develop effective professional working relationships with colleagues and the public.	A/I
	Able to use initiative/self-motivated.	A/I
	Maintains a flexible and proactive approach to work.	A/I
	Act with honesty and integrity.	A/I
	Quality/patient focused.	A/I
	Caring attitude and sensitivity to others.	A/I
	Confident with the ability to take a lead role.	A/I
	Ability to interact with people from varying cultural backgrounds and social environments.	A/I
	Able to promote equality and value diversity.	A/I
	Able to ensure care of own health and wellbeing to promote improvements to physical and emotional wellbeing.	A/I
	Able to work within the trust's policy framework.	I
	Demonstrates a positive and flexible approach in line with the changing nature of service delivery model.	A/I
	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.	A/I

Physical Requirements	<p><u>Essential</u> Physically fit to undertake all aspects of a patient facing role including the ability to use all aspects of patient moving equipment.</p> <p>Manual handling i.e. lifting, lowering, pushing and pulling patients who are not able to assist themselves.</p> <p>To lift and carry the shared weight of (a minimum) of 12st (76.2kg) between 2 people.</p> <p><u>Desirable</u> Previous manual handling experience in a professional capacity</p>	I/T
Special Requirements	<p><u>Essential</u></p> <ul style="list-style-type: none"> • DBS check (Enhanced) • DVLC C1 Age Restriction (ie Minimum Applicant Age is 18) 	A/I

Assessment Method: A = APPLICATION FORM P = PRESENTATION I = INTERVIEW T = TEST

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