



North East Ambulance Service NHS Foundation Trust

Role Description

Job Title:	Specialist Paramedic (Critical Care)
Pay Grade:	AfC - Band 7
Accountability:	Director of Paramedicine/AHPs
Directorate:	Operations Directorate
Date:	September 2023
JE Reference No:	NEAS2023_043

Job Summary

The Specialist Paramedic (Critical Care) operates at the enhanced practice level (academic level 7), providing support and supervision of staff across a range of incidents within the pre-hospital environment. Working with greater autonomy, the post holder will provide enhanced clinical management and coordinate the care of patients with complex and challenging health care needs, responding to patients with acute or critical illness, serious injury or major trauma.

Utilising their clinical skills and knowledge required for the role, the post holder is responsible for the competent assessment, diagnosis, care, treatment and referral and/or transport of patients and their carers/relatives in emergency or life-threatening situations.

In addition to providing an operational response using a range of transport platforms, Specialist Paramedics (Critical Care) contribute to the clinical supervision, leadership, advice and support within the Emergency Operations Centre (EOC) and the post holder will be expected to rotate into the EOC as part of their core operational role. They may also work in other emergency or critical care rotational settings.

The post holder will be clinically responsible for ensuring their own safe and effective clinical performance and demonstrate excellence in clinical leadership through role modelling values and professional standards and mentorship in practice. In order to carry out these duties, the post holder will work in a reliable, safe and professional manner, in accordance with the policies, procedures and standards of North East Ambulance Service NHS Trust.

In agreement with their Line Manager and Consultant Paramedics, they will undertake other work as required commensurate with the grade of the post and the skills of the post holder.



1. **Key Result Areas**

- To provide clinical leadership to the Trust's workforce in the context of critical care.
- To ensure the highest level of clinical standards through role modelling and demonstration of excellent clinical care.
- To provide supervision to the wider clinical workforce through their clinical practice and professional activities.
- To provide clinical advice and support to all clinical teams either on scene or remotely through the EOC, including supporting non-clinical teams within EOC in the decision making of resource allocation.
- To practice in line with the 4 pillars of advancing practice (at enhanced level) through clinical practice, research outputs, educational activities, and leadership activities as supported by their job plan.
- Promote a culture of continuous development, nurturing talents and building strengths within teams.

2. **Functional Responsibilities**

Aligned to the national frameworks for Advancing Level Practice, the post holder must possess the capabilities of enhanced practice in the clinical pillar and be developing their capabilities in the remaining 3 pillars, in addition to a range of other key responsibilities.

2.1 **Patient Care**

The post holder will effectively manage patient care and ensure they:

- Undertake an enhanced assessment of patients with complex health needs, ensuring that care is planned to best meet these needs in the pre-hospital setting.
- Consider the assessment and examination findings of other clinicians in order to ensure that the proposed care pathway and / or interventions meet the needs of the patient.
- Constructively influence and where necessary, direct the treatment options selected by staff at scene when there is a need to do so.
- Through clinical leadership and supervision, empower others to lead the care of patients where appropriate; supporting and mentoring those still developing their clinical skills, knowledge and experience through clinical practice on frontline duties or working in EOC.
- Communicate care decisions to other clinicians clearly and concisely, with a well-reasoned, clinically-focussed rationale.
- Follow a structured process for clinical referral and handover e.g. SBAR / ATMIST, where necessary.
- Exercise your own clinical judgement to assess, diagnose, treat, refer and/or discharge patients with undifferentiated injury and/or illness.



- Apply enhanced knowledge, make balanced and pragmatic decisions relating to end of life care and futility of resuscitation; placing the patient's best interests and wishes at the heart of such decisions.
- Operates with an enhanced scope of clinical practice, following national guidance and Trust Clinical Practice Guidelines (CPGs) and Standard Operating Procedures (SOPs) to deliver care to emergency and critical case presentations.
- Administer medications in line with Trust medicines management policy, JRCALC guidance and Trust Patient Group Directions (PGDs).
- Provide specialist clinical advice and decision-support either face-to-face or remotely in EOC, using decision-support tools where relevant and necessary.
- Maintain accurate records in accordance with the Trust's record keeping policy and understand information governance responsibilities that are applicable to you in your role.
- Assist in patient moving and handling in emergency and non-emergency situations, in line with local policy and statutory guidelines, utilising appropriate equipment.
- Deal with patients, relatives and the public in a calm, caring and professional manner, treating them with dignity and respect at all times. This may often be in difficult, hostile or highly emotive situations, whilst considering the patient's best interests and Mental Capacity Act.

2.2 Research and Audit Responsibilities

- Participate in relevant service evaluation and improvement processes, including clinical audit, as directed by the Consultant Paramedic Critical Care.
- Positively promoting the service, through reporting and collecting evidence, that highlights the impact of the service on patient outcomes and experience.
- Provide support and information to other roles and services about specialist paramedic /nurse contribution to patient care.
- Undertake project related tasks as directed by the Consultant Paramedic Critical Care.
- Contributing to development and maintenance of an organisational culture in accordance with NEAS values and behaviour framework.

2.3 Leadership, Training and Supervision Responsibilities

- Providing mentorship and support to any clinician as required.
- Supporting the delivery of training and development activities across the organisation within their area of expertise and capability.
- Proactively taking responsibility for driving personal continuous professional development, including active participation in personal development reviews.
- Participating in self-appraisal and contribute to the development of others through clinical supervision, mentorship, peer support and reflective practice.
- Demonstrating clinical leadership through role modelling professional behaviours that influence the provision of high clinical standards and promote exemplary behaviours in others.
- Providing clinical leadership in the absence of more senior clinicians (Advanced or Consultant Paramedics) on scene, assuming clinical primacy and providing support and direction to other clinicians who are working to provide care to the patient.



- Undertaking all mandatory training required for the role.
- Undertaking any statutory training, recertification and patient care training as required by their Trust scope of practice and the discrete professional and statutory regulatory bodies.
- Developing and maintaining a personal professional portfolio to underpin, and evidence their professional scope of practice and continuing professional development, as required by the Trust and professional regulatory body.
- Maintaining fitness to practice in line with the requirements of the professional regulatory body.
- Undertaking at least one personal development review per annum.

2.4 Communication and Relationship Responsibilities

- Develop working relationships with colleagues, peers and operational/clinical managers across all directorates and divisions within the Trust as appropriate to undertake the role.
- Develop working relationships with external organisations in order to positively promote the Trust and the role of Critical Care Paramedics.
- Required to communicate effectively with a wide range of people on a day-to-day basis in highly complex, sensitive and difficult matters utilising persuasive, motivational, negotiating, and empathetic and reassurance skills on a frequent basis.

2.5 Analytical and Judgmental Responsibilities

- Required to work as a lone responder attending emergency incidents and must undertake dynamic risk assessment to ensure the safety of self and others.
- Utilise enhanced clinical skills and knowledge in the assessment and management of patients with serious/life-threatening illness, major trauma or requiring resuscitation, supported by Trust Standard Operating Procedures (SOPs), Patient Group Directions (PGDs) and Clinical Guidelines.
- Be able to exercise your own professional judgement whilst acting within the Trust's clinical guidelines.

2.6 Planning and Organisational Responsibilities

- Manage the care requirements of the situation; assessing and triaging patients and advising and directing the public accordingly.
- Working in the EOC, acting as a central point of clinical support, providing remote clinical advice and decision-support to clinicians across the Trust, in relation to emergency and critical care; working to defined SOPs and guidelines.

2.7 Policy and Service Development Responsibilities

- Promoting a positive safety culture through contribution to the development of policies, procedures, guidelines and checklists that promote safe systems of work and mitigate risk.
- Contribute to the development of evidence-based standard operating procedures, clinical guidelines and care pathways, to improve patient care and patient experience.



2.8 Financial, Physical and Information Resource Responsibilities

- Undertake vehicle checks to ensure roadworthiness, reporting any defects or damage accordingly.
- Drive Trust vehicles in accordance with Trust policy, the standards for emergency ambulance driving guidelines and current legislation.
- Ensure vehicles are checked and restocked with equipment according to vehicle inventory, completing relevant documentation.
- Correctly manages medicines (including controlled drugs) in line with Trust policies, procedures and guidelines.
- Maintain security of all Trust vehicles and premises at all times.
- Use all Trust equipment, facilities and premises in a careful and appropriate manner, with due regard for the security of such items and the safety of self and others.
- Comply with Health and Safety at Work legislation and the Trust's policies and procedures to maintain a safe working environment, including use of the personal protective equipment where supplied.

2.9 Corporate Responsibilities

- It is the responsibility of each member of staff to ensure that they maintain the confidentiality and security of all information in accordance with the requirements of the Data Protection Act 1998 and the principles of Caldicott.
- Managers should also ensure that their staff are aware of their obligations under legislation such as the Freedom of Information Act 2000; Computer Misuse Act 1990, and that staff are updated with any changes or additions relevant to legislation.
- Staff must be aware of and adhere to the provisions of the Health and Safety at Work Act and to ensure their own safety and the safety of colleagues and patients.
- Mandatory training requirements that are relevant to the post must be decided during Personal Development Review and a training plan developed.
- Staff should be aware of their individual responsibilities under the Equal Opportunities Policy and ensure that they adhere to the provisions of the policy.
- Individuals are required to comply with the policies, procedures and protocols in place within the Trust.
- This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the post. It may be subject to change in the light of developing organisational and service needs and wherever possible change will follow consultation with the post holder.

3. Key Working Relationships

Internal

- Frontline operational clinicians
- Lead Consultant Paramedic
- Consultant Paramedics
- Advanced Paramedics
- All Clinical Education Staff in the Trust



- NEAS Clinical Team Leaders, Specialist Paramedics/Nurses, EOC clinicians
- EOC management
- Operational management
- Clinical Pathways team
- Research and audit teams
- Quality & Safety teams

External

- Higher Education Institutions
- Professional Networks

Accountability

Directly accountable to the Consultant Paramedic (Critical Care). Ultimately accountable to the Director of Paramedicine/AHPs.

Other Duties

The above is only an outline of the tasks, responsibilities and outcomes required of the role. The post holder will carry out any other duties as may reasonably be required by their line manager.

Confidentiality

The post holder will be expected to maintain the complete confidentiality of all material and information to which they have access and process.

Equality and Diversity

Ensure compliance with equality and diversity legislation and display active commitment to the need to ensure equality of opportunity and the benefits of diversity.

When in contact with colleagues, patients, visitors, volunteers, contractors and people from other organisations, ensure that they are treated with respect and consideration and their dignity is maintained

Infection Control

It is your responsibility to adhere to infection control policies in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with NEAS policy. You must contribute to the cleanliness of the work environment and keep it “clutter free” and tidy. You must also attend all mandatory training and updates to ensure you receive training appropriate to your role.

Professional Code of Conduct

To abide by the Code of Practice of Professional body as published by the relevant regulatory body.



Data Protection

The post holder must, if required to do so, process records or information in a fair and lawful way. They must hold and use data only for the specified, registered purposes for which it was obtained and disclose data only to authorised persons or organisations.

Corporate Governance

The post holder must, at all times, act honestly and openly and comply with relevant corporate governance requirements, employment legislation, standards of business conduct, codes of openness and accountability.

Equal Opportunities

The post holder must comply with and promote Equal Opportunities and accordingly must avoid any behaviour which discriminates against colleagues, potential employees, patients or clients on the grounds of sex, marital status, sexual orientation, age, race, colour, nationality, ethnic or national origin, religion, political opinion, trade union membership or disability.

Health and Safety

Under the Health and Safety at Work Act (1974), it is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the organisation and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards.

Flexibility

The Trust is currently working in a climate of great change within the NHS. It is therefore expected that all staff will develop flexible working practices to be able to meet the challenges and opportunities of working within the new NHS.

Risk Management

Support the implementation of the Trust's Risk Management Strategy. Help the Trust meet its risk management obligations by being aware of hazards and risks within their work environment and working with the Risk Officers for the reduction and removal of unacceptable risks. To advise on the inclusion of business and financial risk within the appointed risk appetite framework for inclusion on the overall Trust Risk Register as appropriate.

Safeguarding

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.



All staff must ensure compliance with Safeguarding Children and Adults Policies and multi-agency procedures in accordance with the legislative requirements of Safeguarding Children and Safeguarding Adults Boards across the region.

Duty of Candour

All staff working within NEAS have responsibility to adhere to our organisation's policies and procedures around duty of candour, regardless of seniority or permanency. Duty of Candour is a legal duty placed on NHS bodies, which came into force in November 2014. Duty of Candour is everyone's responsibility, it is about being open and honest with people who use our services when things go wrong; NEAS embraces the ethos of Duty of Candour and this is demonstrated through acknowledging, apologising and explaining when things go wrong. All staff working within NEAS have responsibility to adhere to our organisation's policies and procedures around duty of candour, regardless of seniority or permanency.

NEAS promotes at all levels an open and transparent approach with service users about their care and treatment, including when it goes wrong, this is an integral part of our culture of safety to support organisational and personal learning.

Appendix 1

Note to Managers: - Please complete this form clearly, providing as much information as possible to candidates.

Risk Assessment Indicators for the post

	DUTIES AND RISK FACTORS OF THE POST	Yes	No
1.	Exposure Prone Procedures (EPP's)*	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.	Manual Handling Operations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3.	Dust, Dirt, Smells	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.	Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.	Patient Contact	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6.	Babies/Children Contact	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7.	Food handling / Preparation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8.	Driving	<input checked="" type="checkbox"/>	<input type="checkbox"/>
9.	Fork Lift Truck Driving	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10.	User of Display Screen Equipment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11.	Noise	<input checked="" type="checkbox"/>	<input type="checkbox"/>
12.	Infestation	<input type="checkbox"/>	<input checked="" type="checkbox"/>



13.	Blood and Body Fluids/Waste/Samples/Foul Linen	<input checked="" type="checkbox"/>	<input type="checkbox"/>
14.	Excessive Cold	<input checked="" type="checkbox"/>	<input type="checkbox"/>
15.	Excessive Heat	<input checked="" type="checkbox"/>	<input type="checkbox"/>
16.	Inclement weather	<input checked="" type="checkbox"/>	<input type="checkbox"/>
17.	Radiation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
18.	Laser Use	<input type="checkbox"/>	<input checked="" type="checkbox"/>
19.	Working at Heights over 2 metres	<input checked="" type="checkbox"/>	<input type="checkbox"/>
20.	Confined Spaces	<input type="checkbox"/>	<input checked="" type="checkbox"/>
21.	Vibration i.e. Power Tools	<input type="checkbox"/>	<input checked="" type="checkbox"/>
22.	Using machinery with moving/exposed parts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
23.	Shift work	<input checked="" type="checkbox"/>	<input type="checkbox"/>
24.	Use of latex products	<input checked="" type="checkbox"/>	<input type="checkbox"/>
25.	Physical violence / aggression	<input checked="" type="checkbox"/>	<input type="checkbox"/>
26.	Any other hazards please specify	<input type="checkbox"/>	<input type="checkbox"/>
27.	Other	<input type="checkbox"/>	<input type="checkbox"/>

If any hazard is identified above please give details below.

Hazards Identified:-

***Definition of Exposure Prone Procedures (EPP's)**

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Personal

This job description outlines the duties as currently required but may be amended to reflect future developments in the service and the impact of new technology on the role. Appropriate training will be provided to support essential additional skills required.

We take pride in knowing everyone that works within the Trust contributes to Our Vision to provide 'Unmatched quality of care, every time we touch lives'. We also want people to join us who can display outstanding behaviours which uphold our Organisational Values:



- ✓ Making a Difference Day in Day out
- ✓ Take Responsibility and Be Accountable
- ✓ Strive for Excellence and Innovation
- ✓ Respect
- ✓ Compassion
- ✓ Pride

Agreed and Approved:

Job

Holder's Signature Date

Line Manager's

Signature Date



PERSON SPECIFICATION

JOB TITLE: Specialist Paramedic Critical Care

DIRECTORATE: Unscheduled Care Directorate

	ESSENTIAL	DESIRABLE
EDUCATION, QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> • State Registered Paramedic that has completed the NQP programme. • Holds a BSc in an appropriate subject (or equivalent level 6 education*). • PG Diploma (level 7) Advanced Clinical Practice or equivalent*. • Successful completion of advanced emergency driver training. • Full UK driving licence to include category C1. • Willingness to undertake any statutory training, recertification/revalidation and additional clinical skills courses as required by NEAS and the discrete professional and statutory regulatory bodies. • Willing and able to meet the competencies defined in the Specialist Paramedic Critical Care Scope of Practice document. <p>*As determined by the senior clinical leadership team.</p>	<ul style="list-style-type: none"> • Holds the Diploma in Immediate Medical Care of the Royal College of Surgeon's Edinburgh (DipIMC RCSEd). • Demonstrates an understanding and application of the principles of Crew Resource Management (CRM) and Human Factors in operational and clinical environments. • Completion of other relevant clinical courses: ALS, APLS, PHTLS etc. • Teaching and/or mentoring qualification.
KEY SKILLS, KNOWLEDGE AND APTITUDE	<ul style="list-style-type: none"> • Excellent communication skills. • Ability to apply advanced clinical assessment, clinical reasoning and formulate differential diagnoses and management plan underpinned by extensive knowledge and experience. • Ability to deliver advanced clinical skills and 	



	<p>interventions in accordance with scope of practice for Specialist Paramedic Critical Care.</p> <ul style="list-style-type: none"> • Ability to expertly complete documentation in a concise and professional manner. • Demonstrates attitudes and behaviours which enhances the experience of the patient. • Ability to assess, minimise and manage risks and to defuse stressful situations and aggressive patients – and to have well-developed personal stress management techniques. • Confident to work independently and make decisions. • Able to manage own workload. • Fosters a positive approach to patient safety and understands the importance of openness and reporting of incidents as a driver to organisational learning. • Willing to lead/participate in clinical governance, review and develop policy and guidelines. • Comply with Duty of Candour laws as outlined in the Francis Report. 	
<p>EXPERIENCE</p>	<ul style="list-style-type: none"> • Significant experience in the emergency care setting (at least 2 years post-registration but may depend on university entry requirements). • Experience of undertaking clinical supervision and mentorship in practice. • Commitment to rotational working through other clinical settings. 	<ul style="list-style-type: none"> • Experience of working in other clinical settings and as a solo responder. • Experience of working in EOC/call centre/remote clinical assessment.



	<ul style="list-style-type: none"> • Demonstrable portfolio of significant relevant and recent CPD. 	
<p>DISPOSITION / PERSONAL ATTRIBUTES</p>	<ul style="list-style-type: none"> • Ability to work within a multidisciplinary team. • Ability to empathise with and reassure patients and their family members/ friends in crisis situations. • A clinical leadership style which positively develops the culture of the organisation and values all staff within. • Professional attitude and appearance. • Reliable, conscientious, enthusiastic and self-motivating. • Ability to mentor and clinically supervise staff. A commitment to sharing knowledge and skills. • Committed to personal and professional development. • Ability to communicate complex information with other healthcare professionals and Trusts. • Understanding and commitment to equal opportunities. • Willingness and ability to travel within geographical area of service. 	
<p>SPECIAL REQUIREMENTS / OTHER</p>	<ul style="list-style-type: none"> • Full UK driving license including entitlement to drive vehicles in category C1. 	