

JOB DESCRIPTION

PART A: JOB DETAILS

JOB TITLE:	HEMS Paramedic – Fixed Term 3 year Secondment
AFC BAND:	6
HOURS:	37.5 Unsocial Hours to be paid in accordance with AFC
DIRECTORATE:	A&E
DEPARTMENT:	Special Operations
REPORTING TO:	Air Operations Supervisor & Partner Managers (as delegated)
BASE:	Essex – Earls Colne Airfield Hertfordshire – North Weald Air Base Cambridgeshire – Cambridge Marshalls Airport Norfolk – Norwich Airport Chelmsford – Critical Care Desk

PART B: JOB SUMMARY

1. The post holder will be required to work in partnership with the linked locality Charity and will be based at any of the above air bases, although flexibility will be required by the job holder to work at any EAST location as operationally required.
2. To work as a member of an Enhanced Clinical Team in conjunction with the partner organisation, utilising ground ambulance units and helicopters, acting either as a primary or co-responder to emergency calls, or working as part of a Critical Care transfer team between hospitals and other facilities.
3. The post holder will be required to participate in the provision of a central clinical co-ordination function, which may include (but not limited to) interrogation of calls and directing dispatch of critical care resources to the most appropriate incidents (air and land resources), collating details on availability of critical care and specialist capacity within the region's acute Hospitals and the co-ordination of critical care transfer requests.
4. To work competently, under appropriate supervision where necessary and appropriate, in the role of HEMS Paramedic, within Health and Care Professions Council (HCPC) Code of Professional Practice, being aware of any role boundaries, managing critically ill/injured patients appropriately.

PART C: KEY RELATIONSHIPS

1. All Trust staff
2. Medical and Nursing Staff
3. Other Healthcare Professionals
4. Charity managers and staff

Internal - Clinical Coordination Desk, Associate Director – Special Operations, Deputy Head of Resilience

External - Liaise with other agencies as required at the scene of an incident as well as Charity Managers and staff

PART D: JOB SPECIFIC RESPONSIBILITIES

1. To deliver best evidenced-based practice to critically ill/injured whilst operating either on a land ambulance or helicopter, whilst ensuring compliance with EEAST policies and procedures and those of the partner organisation.
2. To assess, plan and implement care to patients with primary, urgent and emergency care problems in accordance with the standards expected of all paramedics and in accordance with EEAST guidelines and those directed by national clinical guidelines (JRCALC).
3. To work within the scope of practice agreed by EEAST and partner organisations policies and procedures when working within an Enhanced Care Team.
4. To administer medications as required, to all emergency care patients in accordance with JRCALC guidelines or Trust patient group directions (PGDs) where such exist.
5. To collate analyse and utilise patient information from the patient's history, physical examination, laboratory, radiographic and other diagnostic data and identify relevant issues.
6. To develop, implement and evaluate the critical care plan appropriate to the patients needs in collaboration with other healthcare professionals.
7. To undertake other additional clinical skills which have been formally agreed by EEAST's Medical Director / Advisor.
8. To use a broad variety of techniques, drugs and equipment, in providing appropriate critical care and effective airway management strategies as agreed by the Trust's Medical Director / Advisor, Medical Advisory Panel and Expert Strategic Clinical Group, either under direct or remote medical supervision and in accordance with EEAST guidelines..

9. To interpret and utilise data obtained from the effective use of invasive and non-invasive monitoring equipment.
10. To initiate and manage fluid and blood therapy within the patient's plan of care.
11. To recognise and take appropriate actions, with reference to commonly presently complications occurring during the management of critical care patients.
12. To monitor, maintain a safe, clean and therapeutic environment for patients and staff, initiating appropriate actions to achieve this, within the Trust's infection control procedures.
13. Be required to support and move patients having appropriately risk assessed each occasion using appropriate moving and handling equipment where provided.
14. To deal with body fluids on occasions, utilising appropriate standard precautions and procedures.
15. To undertake critical care transfers, either by land or air transportation as required by the patient's care needs, conditions and plan.
16. To provide therapeutic pharmacological interventions in accordance with Patient Group Directions and EEAST and partner guidelines.
17. To promote and develop the role of the HEMS Paramedic.
18. To deliver appropriate and safe care through all stages of the Enhanced Care team activity to include advanced practice under appropriate supervision and in accordance with partner policies and procedures.
19. To check vehicle(s) and equipment daily (Including personal issue of equipment and drugs) and ensure vehicle safety and cleanliness in accordance with local policies and procedures.
20. To drive vehicles under emergency and non-emergency conditions, in accordance with the standards for driving and Trust policy.
21. To operate safely and proficiently within a helicopter environment with specific reference to personal and patient safety and delivering in-flight care.
22. Demonstrate personal accountability in everyday practice and understand responsibility for staff to which actions may be delegated.
23. To promote and contribute to the development of the linked partner organisation, by taking part in presentations and conferences. The job holder will be required to represent the interests of fellow partners at presentation and media events under guidance.

24. To participate in clinical audit and research relevant to the development of pre-hospital critical care to include the collection and analysis of data as directed.
25. To take part in teaching, supervision and assessment of other team members. Where operationally available, will be required to attend Regional and local Clinical Governance events.
26. To assist in the development and review of clinical guidelines and practices and PGD's within EEAST and partner organisations.
27. To participate in the critical reviews of audit, complaints, compliments, clinical/non-clinical/aviation incidents, with a view to improving patient care and service delivery.
28. To work as an integral part of the enhanced Care Team (to include Doctors/Pilots) under appropriate supervision as required, delivering critical care treatment in a variety of situations.
29. To communicate effectively with Trust staff, medical and nursing staff of all grades, other healthcare professionals, other emergency services, charity staff and helicopter operators.
30. Able to present complex patient care and treatment plans to a wide audience and openly discuss areas for continuous improvement.
31. Communicate with patients and their relatives in ways which empowers them to make informed choice about their healthcare needs.
32. Conduct must always be to the highest standards as the post holder will be a representative/ambassador for both EEAST and its partner.
33. Be prepared to provide talks and presentations at EEAST/partner and public events.

PART E: GENERAL RESPONSIBILITIES

Flexibility: The post holder may be required to work at any of EEAST or partner sites in line with service needs.

Currency and Competencies: The post holder will be subject to regular clinical assessments and validation. An integral part of currency also relates to ensuring continued HEMS crew requirements.

CQC: The post holder will ensure all activities are in line with the organisations Care Quality Commission related policies and procedures, making sure standards are met and improved where possible.



Infection Control: All staff have an overriding duty of care to patients and are expected to comply fully with best practice standards. The post holder will have a responsibility to comply with EEAST and partner organisations policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI).

Confidentiality, Data Protection, Freedom of Information and Computer Misuse: All staff must ensure confidentiality and security of information dealt with in the course of performing their duties. They must comply with and keep up to date with Trust policies and legislation on confidentiality, data protection, freedom of information and computer misuse.

Health, Safety, Security and risk management: All staff are required to adhere to and act consistently with all relevant health and safety legislation and EEAST policies and procedures in order to ensure that their own and the health, safety and security of others is maintained. This will include identifying and reporting all risks to health and safety, security of equipment and property, use of necessary safety devices and protective clothing and the achievement of EEAST's objectives in accordance with EEASTs risk management strategy and policies.

Major Incident: In the event of a major incident or civil unrest or other potential large scale service disruptions (e.g. Pandemic) all EEAST employees will be expected to report for duty on notification. All employees are also expected to play an active part in preparation for a major incident, civil unrest or other potential large scale service disruptions (e.g. Pandemic) and to undertake training as necessary.

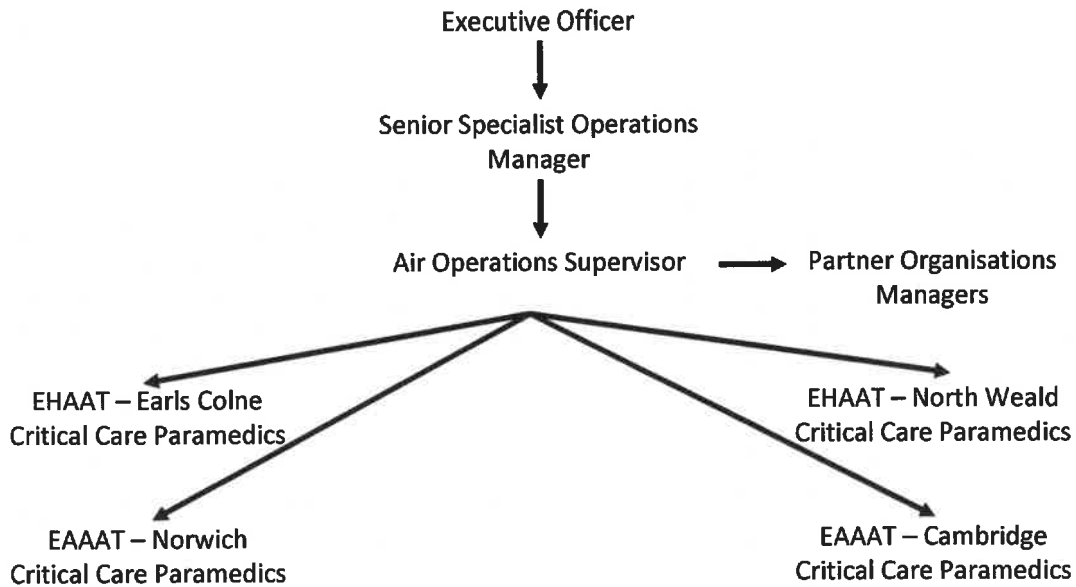
Equality and Diversity: Actively promote EEAST's commitment to equality and diversity by treating all patients, colleagues and visitors with dignity and respect and comply with related policies including Equal Opportunities Policy, Dignity at Work Policy, Recruitment and Selection Policy etc.

Mandatory, job related training and CPD: Take a proactive approach to own personal development in order to ensure that skills set is aligned to the demands of the role as it evolves and develops to meet the organisation's changing needs. This will include full participation in KSF and appraisal.

Safeguarding children and vulnerable adults: All employees have a responsibility for safeguarding and promoting the welfare of children. Further guidance can be sought from EEAST's Child Protection Lead.

No Smoking Policy: EEAST and its partners are no smoking organisations and all staff must comply with the their no smoking policy.

PART F: STRUCTURE CHART



PART H: JOB DESCRIPTION RECORD

This job description reflects the current main organisational priorities for the post. In the context of rapid change taking place within the NHS, EEAST and partners, these priorities will develop and change in consultation with the post holder in line with service needs and priorities.