

## JOB DESCRIPTION

### PART A: JOB DETAILS

<b>JOB TITLE:</b>	Specialist Paramedic (Critical Care Paramedic)
<b>AFC BAND:</b>	6
<b>HOURS:</b>	37.5 Unsocial Hours to be paid in accordance with AFC
<b>DIRECTORATE:</b>	A&E
<b>DEPARTMENT:</b>	Operations
<b>REPORTING TO:</b>	Senior Locality Manager
<b>BASE:</b>	To be agreed

### PART B: JOB SUMMARY

1. The job holder will be required to work providing assessment and treatment in line with the relevant scope of practice. This will be as a primary and specialist resource to incidents supporting a range of other healthcare clinicians.
2. To provide clinical leadership and advice to support decision making.
3. To respond using emergency driving skills and manage emergency calls/incidents as allocated including emergencies, urgent calls, inter-hospital transfers and other allocated operational details commensurate with their role and responsibilities.
4. To work competently, under appropriate supervision where necessary and appropriate, in the role of Critical Care Paramedic, within Health and Care Professions Council (HCPC) Code of Professional Practice, being aware of any role boundaries, managing critically ill/injured patients appropriately.
5. Where appropriate and agreed, to be a member of an Enhanced Clinical Team working in conjunction with the partner organisation and EEAST thereby maintaining currency with critical care practice and working with governance structures for EEAST and relevant partner organisation.

## **PART C: KEY RELATIONSHIPS**

1. All Trust staff
2. Medical and Nursing Staff
3. Other Healthcare Professionals
4. Emergency Services
5. Specialist Pre-Hospital Practitioners
6. Air ambulance
7. Other Emergency Services
8. Patients, relatives and carers
9. Operational managers
10. Clinical Managers

## **PART D: JOB SPECIFIC RESPONSIBILITIES**

1. To deliver best evidenced-based practice to critically ill/injured whilst operating either on a land ambulance, helicopter or RRV, 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 Trust guidelines, Service Standard Operating Procedures and those directed by national/locally approved clinical guidelines
3. To administer medications as required, to all emergency care patients in accordance with JRCALC guidelines or Trust patient group directions (PGDs) where such exist. To provide therapeutic pharmacological interventions in accordance with Patient Group Directions and Standard Operating Procedures.
4. To collate analyse and utilise patient information from the patient's history, physical examination, laboratory, radiographic and other diagnostic data and identify relevant issues.
5. To develop, implement and evaluate the critical care plan appropriate to the patients needs in collaboration with other healthcare professionals.
6. To undertake other additional clinical skills which have been formally agreed by the Trust's Medical Director or nominated deputy.
7. 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 Clinical Networks, either under direct or remote medical supervision and in accordance with EEAST guidelines..To interpret and utilise data obtained from the effective use of invasive and non-invasive monitoring equipment.

8. To initiate and manage fluid and blood therapy within the patient's plan of care.
9. To recognise and take appropriate actions, with reference to commonly presently complications occurring during the management of critical care patients.
10. 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.
11. Be required to support and move patients under the manual handling rules and regulations as adopted by the Trust, using appropriate moving and handling equipment.
12. To deal with body fluids on occasions, utilising appropriate standard precautions and procedures.
13. To undertake critical care transfers, either by lane or by air transportation as required by the patient's care needs, conditions and plan.
14. To promote and develop the role of the Critical Care Paramedic and to deliver care through all stages of pre-Hospital critical care.
15. To check vehicle(s) and equipment daily (Including personal issue of equipment and drugs) and ensure vehicle safety and cleanliness.
16. To drive vehicles under emergency and non-emergency conditions, in accordance with the standards for driving and Trust policy.
17. To operate safely and proficiently within the pre-hospital critical care environment with specific reference to personal and patient safety and delivering in-flight care.
18. Demonstrate personal accountability in everyday practice and understand responsibility for staff to which actions may be delegated.
19. Where required, to promote and contribute to the development of the critical care paramedic role, within the Trust, other partner organisations and nationally, by taking part in presentations and conferences.
20. To participate in clinical audit and research relevant to the development of pre-hospital critical care and the development of critical care paramedic practice, to include the collection and analysis of data as required.
21. To take part in teaching, supervision and assessment of other team members.
22. To assist in the development and review of clinical guidelines and practices and PGD's within the Trust, specifically those specific to the pre-Hospital Critical Care and Retrieval Service.
23. To participate in the critical reviews of audit, complaints, compliments and clinical/non-clinical incidents, with a view to improving patient care and service delivery.

24. Regularly participate in clinical development and review forums and meetings as required.
25. To work as a facilitator, expert communicator and leader, for the delivery of critical care in a variety of clinical settings or situations as deemed appropriate for optimum patient care.
26. To communicate effectively with Trust staff, medical and nursing staff of all grades, other healthcare professionals and other emergency services
27. Able to present complex patient care and treatment plans to a wide audience and openly discuss areas for continuous improvement.
28. Communicate with patients and their relatives in ways which empowers them to make informed choice about their healthcare needs.
29. Actively work with charity staff and take part in fund-raising activities.
30. Be prepared to provide talks and presentation to charity staff and at fund-raising events.

## **PART E: GENERAL RESPONSIBILITIES**

**Flexibility:** The postholder may be required to work at any of the Trust's sites in line with service needs.

**Infection Control:** All staff and managers, both clinical and non-clinical, have an overriding duty of care to patients and are expected to comply fully with best practice standards. The postholder will have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with the Trust's Infection Control Policy.

**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 Trust 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 the Trust's objectives in accordance with the Trust's 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 East of England Ambulance Service NHS Trust 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.

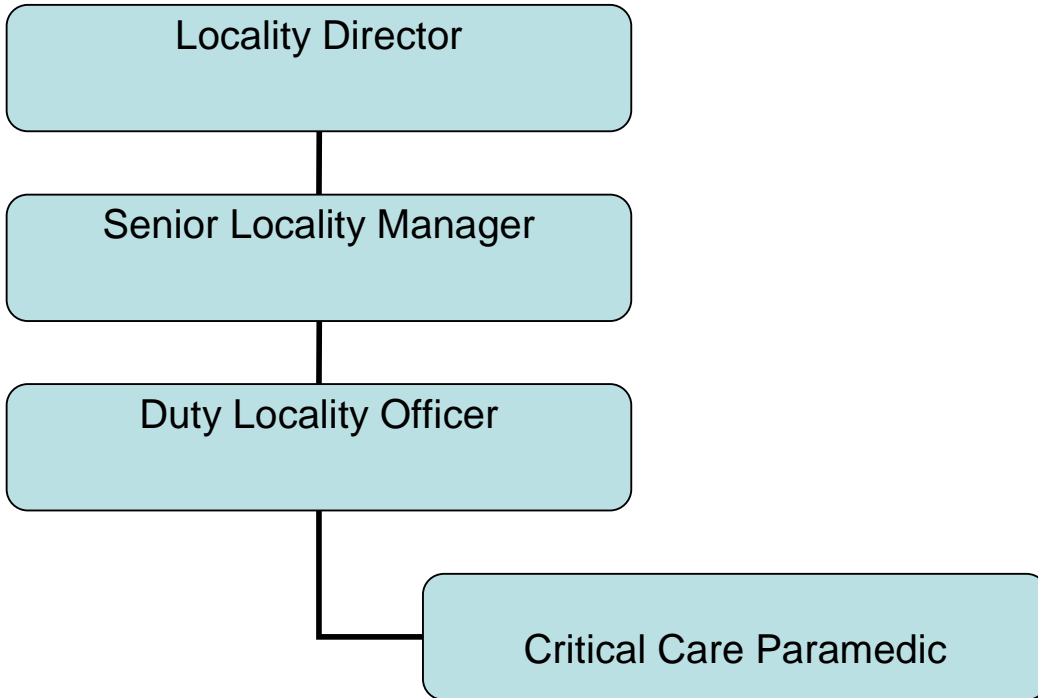
**Equality and Diversity:** Actively promote the Trust's commitment to equality and diversity by treating all patients, colleagues and visitors with dignity and respect and comply with related policies including Equal Opportunities Policy, Dignity at Work Policy, Recruitment and Selection Policy etc.

**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 the Trust's Child Protection Lead.

**No Smoking Policy:** East of England Ambulance Service NHS Trust is a no smoking Trust and all staff must comply with the Trust's no smoking policy.

**PART F: STRUCTURE CHART**



**PART G: PERSON SPECIFICATION**

<b>KEY COMPONENTS</b>	<b>ESSENTIAL</b>
<b>Qualifications</b>	<p>Registered Paramedic with the Health and Care Professions Council (HCPC)</p> <p>Appropriate pre-hospital critical care practitioner qualification</p>
<b>Skills and Knowledge</b>	<p>Evidence of a range of competencies appropriate to the critical care role.</p> <p>Good Numeracy and Literacy Skills</p> <p>Current knowledge of local and national policies informing critical care</p> <p>Demonstrates competency in a range of clinical skills relevant to area of specialist practice</p>
<b>Experience</b>	<p>Minimum of 4 years post HCPC registration experience</p>
<b>Personal Attributes</b>	<p>Demonstrates leadership in practice</p> <p>High level of discipline and an ability to work on own initiative</p> <p>Demonstrates ability to apply learnt research</p> <p>Demonstrates ability to reflect and learn from situations</p> <p>Demonstrates a commitment to lifelong learning and development</p> <p>Demonstrates an ability to identify difficult situations and act appropriately to obtain support</p> <p>Identifies difficulties as challenges and works with others to identify solutions</p> <p>Demonstrates a high level of self awareness, able to identify personal limitations and shows an openness and willingness to address them</p> <p>Demonstrates an ability to clinically lead others whilst ensuring clinical excellence</p>

	<p>Demonstrate an understanding of the principles of using technology to support critical care patients</p> <p>Demonstrates an understanding of the human factors/CRM elements of working in a high pressure environment</p> <p>Demonstrates the ability to be a team player, responsible, diplomatic and able to resolve disputes by using excellent conflict resolution skills</p> <p>Smart and Professional appearance</p> <p>Good standard of physical fitness</p> <p>Acceptable level of sickness absence in line with the Trust policy</p> <p>Able to operate in a helicopter environment which may necessitate carrying patients and equipment over long distances and working in cramped conditions</p>
--	---

**DESIRABLE**

A commitment to work towards higher education qualifications required to operate at advanced practitioner level.

- HEMS/ Helicopter Experience
- First Degree in relevant subject
- Teaching and Assessing qualification and experience
- In possession or working towards a higher education qualification in Critical Care at level 7 skills for health
- Experience of quality/ audit initiatives
- Presentation/ Public relations skills
- Experience of working with integrated care pathways, protocols and patient group directions
- Demonstrates an ability to draw information from a range of sources in order to contribute to service development



## **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/Trust, these priorities will develop and change in consultation with the postholder in line with service needs and priorities.

Date Created:

Created by:

Postholder's signature: