



Scottish Ambulance Service

University National NHS Board



Newly Qualified Paramedic Programme Prospectus

Introduction

Are you a third-year student studying a HCPC accredited undergraduate Paramedic programme in the UK, or have you just graduated?

Are you looking for a progressive, innovative NHS trust to begin your career as a Newly Qualified Paramedic?

If so, the **Scottish Ambulance Service (SAS)** are recruiting to place exceptional candidates on our bespoke NQP induction programme - which runs over 12 months and aligns with the National Preceptorship and Consolidation of Learning standards. The programme takes in a variety of expert-delivered content throughout the year designed to help you meet your goals as a newly qualified practitioner; to progress and ultimately practice autonomously alongside a variety of interprofessional colleagues.

SAS are now embarking on our next 10-year strategy which will see us sustain the major changes we've made and further develop the clinical care we deliver.

We are proud to provide an emergency ambulance service to the population of Scotland. We have **6,500** staff working in **150** locations serving all mainland and island communities. Each year, we take around **1 million patients** to and from hospital and transfer **90,000** patients between hospital. Our Air Ambulance undertakes around **3,500** missions a year and our SCOTSTAR retrieval service transfers **2,500** of Scotland's most seriously ill patients.

We are continuing to develop our services at pace with the provision, and improvement, of patient care at the absolute forefront of everything we do. In the last five years we have introduced Advanced Paramedics in Urgent and Emergency Care, developed a new clinical response model, rolled out Advanced Practitioners in Critical Care, developed a number of new education programmes and improved survival from Out of Hospital Cardiac Arrest (OHCA) to world leading levels.

In addition to your salary, you can also expect a great pension scheme, generous leave entitlement and family friendly policies to help support a healthy work / life balance.



Why Scotland?

The decision to come and work for us is not all about the job; Scotland has more to offer than that!

From the hustle and bustle of city life to the tranquil environment of our rural communities, Scotland has it all. You can really make the most of your free time, whether you are looking for the cafe culture of our big cities, or you enjoy outdoor pursuits like cycling, climbing, walking and water sports.

Scotland has on average lower costs of living than the rest of the UK and benefits from some of the highest attainment levels of education, free prescriptions, and a higher quality of life.

What do we need from you?

To join the NQP programme in SAS, you must;

- Be a 3rd year student or hold a Diploma/Bachelor's Degree in Paramedic Science or similar from a HCPC approved provider.
- To be eligible to register as a paramedic with the Health Care Professions Council (or already be registered) and have successfully completed a HCPC approved paramedic programme.
- Have a current manual driving licence (with category B entitlement) and **C1** category entitlement on your driving licence prior to starting with us.

Note: you can apply without having C1, but any offer of employment is conditional on you having your C1 a minimum of six weeks before your start date

- Be able to provide two satisfactory references
- Pass a DBS Check / Disclosure Scotland Check
- Pass an interview and demonstrate your commitment to providing truly exceptional care to the people of Scotland

If you believe you have the necessary skills, experience, and passion to succeed in this role, we look forward to receiving your application.

What can we provide?

The NQP programme in SAS has underwent a redesign and currently includes;

- Two weeks of bespoke clinical induction, which includes
 - Corporate Induction
 - Equipment Familiarisation
 - Airwave Radio Training
 - Clinical Governance & Documentation Guidance
 - Clinical Practice Updates & Learning in Practice
 - Moving & Handling Training
 - Practical Skills Revision & Cardiac Arrest Masterclass
- A four-week, fully-funded **Certificate in Emergency Response Ambulance Driving (CERAD)** qualification, provided by our in-house driver education team
(see page 10 for more details)
- Bespoke station induction and two weeks of third-crewing
- 220 hours of one-on-one clinical support during operational shifts
- Multiple online CPD events, webinars and workshops, peer support and check-in sessions - all facilitated by subject matter experts throughout the year.
- Support completing and validating a professional portfolio of CPD and development

Frequently Asked Questions

Can you give me any advice for my application form?

- Make sure all sections of the application form have been completed
- Ensuring all details are correct including your full employment and education history
- Make sure you have provided professional email addresses for your referees
- Within your support information, detail **your experience, knowledge, achievements, skills & abilities** that meet the criteria of the person specification and the core competencies for the role

Where will the training or induction be based?

The NQP induction will be based at one of our **Regional Education Centres (Edinburgh, Hamilton or Elgin)** and the CERAD programme will be delivered from a local Scottish Ambulance Service location.

What is the salary of an NQP?

The NQP role is currently on Band 5 (£30,229 - £37,664) and upon completion of the NQP programme (after 12 months) clinicians will progress to the post of Ambulance Paramedic at Band 6 (£37,831 - £46,100)

When will I find out my start date?

NQP recruitment is complex as we have responsibility for a national workforce - once the recruitment team have conducted a series of pre-employment checks including references, occupational health, DBS (UK), police checks (international applicants) and HCPC registrations. Successful applicants will be allocated a start date on a first come first served basis and the recruitment team will provide further information.

Frequently Asked Questions

How do I obtain a C1 provisional licence?

The C1 provisional licence process can take up to 3 weeks so it's really important to start the process as soon as possible. It can take longer if your health or personal details need to be checked.

There is no application fee to apply. You need to complete the "D2" and "D4" forms from the Driver and Vehicle Licensing Agency (DVLA). You can either collect these from your local post office or order the forms on the GOV.UK website.

Are there Scope of Practice restrictions for NQPs?

How does an NQP differ from a fully qualified Paramedic?

NQPs are fully qualified Paramedics, and recognised as such - they are just in the preceptorship period and are afforded additional support and structure to their development. With monthly drop-in support from education, a mentored period of one-to-one support and tailored CPD and development, NQP clinicians are supported throughout their 12-month preceptorship period.

Importantly, NQPs cannot independently discharge patients at scene, or confirm a death (formerly pronouncement of life extinct) without advice from a senior clinician.

Who can I work with as an NQP?

As a qualified Paramedic, you can work with any grade of clinician although consideration will be given to crewing you with a *qualified* member of staff, and you will have at least 220 hours with a qualified Paramedic.

When can I do solo responder shifts / work on the Rapid Response Unit?

NQPs may on occasion be single-crewed due to absence or sickness but this should not be rostered in line with national workforce planning rules. NQPs are not eligible to undertake rostered shifts on a PRU/RRU.

Frequently Asked Questions

How do I become a Practice Educator?

Can I mentor a student?

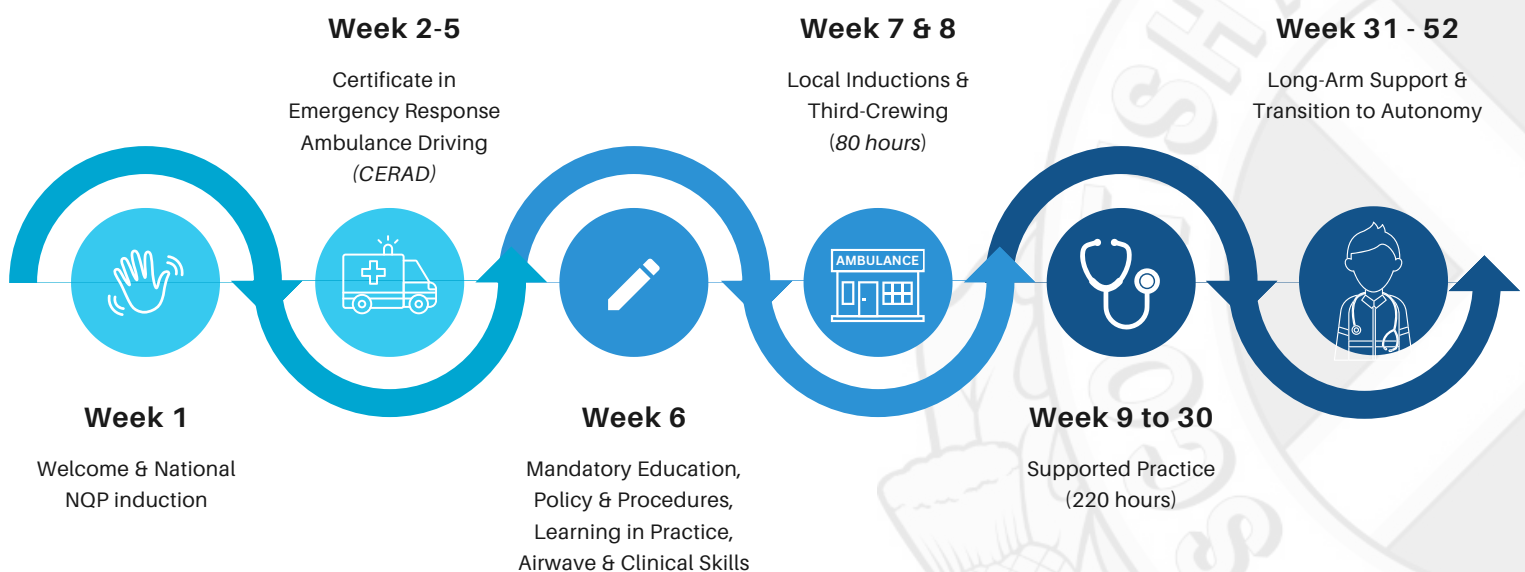
As an NQP, you cannot mentor a BSc student and are ineligible to be a Practice Educator - however, you may complete the Practice Educator training during your development in anticipation of successful completion of the NQP programme.

What parts of the programme happen when?

How long will it take for me to finish the programme?

Can I finish early?

The NQP programme is a minimum of 12-months in duration and you will receive a variety of support during that period. The figure below illustrates the typical progress through the year -



Is there a portfolio to complete?

All NQPs must complete their supported practice hours, plus a minimum of attendance at **four** webinars/workshops aligned with the pillars of practice. NQPs are expected to start a CPD log and portfolio in line with the HCPC standards of proficiency but this is not marked.

Example Timetable - Induction

Please note this is just an example and may change depending on resourcing

Day	Week 1 – w/c 16th October 2023		
Monday	Programme Outline & Education Induction Covers – Centre Induction, Admin & Payroll, Email Access & 365, ID Photos	Corporate Induction SAS Overview, Divisional Structure & Departments, Values	NQP Portfolio Guidance
Tuesday	Response Kit, Medicines & Corpuls3 Familiarisation Covers – Adult & Paediatric Response Bags, Trauma Equipment, Medicines Formulary, Corpuls3		ePRF & Documentation Covers – ePR, ROLE, Paper PRF
Wednesday	Airwave Training Covers – Airwave Network, Operational Communications, Sepura SRH3500	Cardiac Arrest Management / Driving Intro Covers – Adult Advanced Life Support / DI Introductions	
Thursday	Clinical Practice Updates, Refresher Training – Learning in Practice 2023 & Clinical Skills Covers – Normal & Abnormal Birth, Neonatal Life Support, Paediatric Advanced Life Support, Traumatic Cardiac Arrest		
Friday	Lifelines Scotland – Online Training		

Day	Week 2 – w/c 23 rd October 2023		
Monday	Moving & Handling – Day One Covers – Basic Aids, Trolleycoats & ACR, IBEX, Emergency Handling, Bariatric Equipment & Handling		
Tuesday	Moving & Handling – Day Two Covers – Vehicle Overview, Lateral Transfers, Use of Complex M&H Equipment		
Wednesday	Statutory & Mandatory Learning – Online Covers – Initial Operational Response		
Thursday	Practical Skills & Scenarios Covers – Clinical Skills, Trauma & Complex Medical Presentations	Clinical Decision Making Covers – Pathways, Referrals, CDM & Paediatrics Guidelines	Course Close Feedback and Close

Certificate in Emergency Response Ambulance Driving (CERAD)



The CERAD course is a bespoke qualification that provides the learner with the skills, knowledge and understanding to drive an ambulance vehicle in response to an emergency.

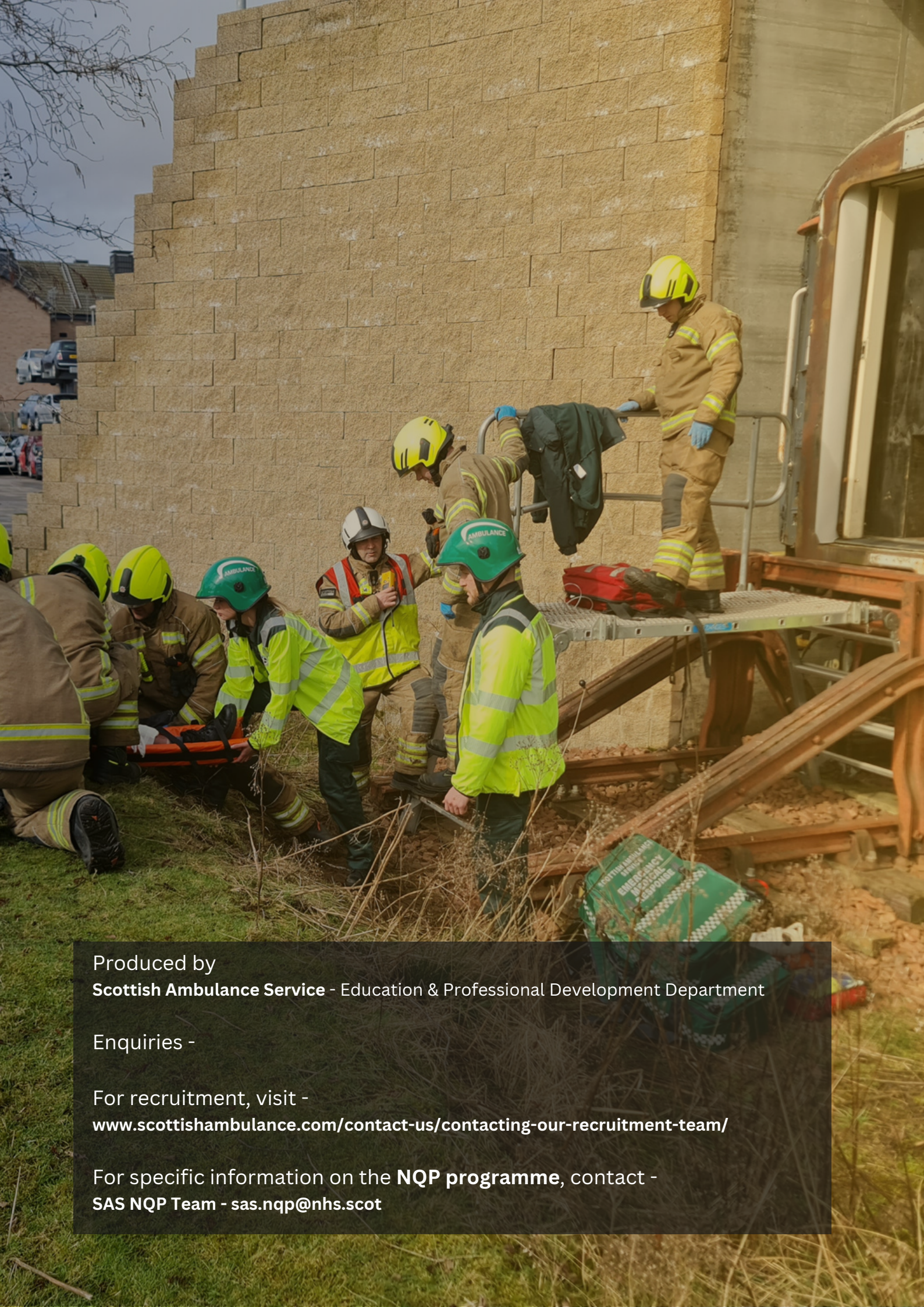
The course is highly intense and is delivered over four weeks taking in all types of driving conditions. The qualification meets the requirements of the Road Safety Act 2006, Section 19 which covers high-speed emergency response driving. The course is normally delivered from either a regional education centre or one of our local ambulance stations.

Preparation

Please ensure that you have current copies of;

- Your full driving licence (photocard)
- Your driving licence summary, showing any penalty points

In addition to the licence requirements, we would advise that to prepare fully, it would be wise to revise road signage (DfT, Know your Traffic Signs, 2023) and the official Highway Code (DfT, 2022) in detail.



Produced by
Scottish Ambulance Service - Education & Professional Development Department

Enquiries -

For recruitment, visit -
www.scottishambulance.com/contact-us/contacting-our-recruitment-team/

For specific information on the **NQP programme**, contact -
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