

Matched Job Report

Job Title	Ambulance Paramedic
Job ID	SCO20/MLPR005
Score	407
Band	6
Status	Profile Matched
National Profile	Paramedic

Job Statement

The delivery of high quality treatment and care to patients, associated duty of care to other members of the public including the provision of health advice (see and treat) and transportation to appropriate medical facilities, generally in emergency situations, using a range of paramedic skills.

1. Communication and relationship skills

National Profile Level: 4a	Selected Level: 4
Factor Status: Matched	Score: 32

National Profile Factor Description

****Provide and receive complex, sensitive information; barriers to understanding****

Communicates condition related information to patients/clients, relatives and clinical staff; requires empathetic and reassurance skills

Relevant Job Information

Level 4(a)

Section 9 of JD stipulates:

Required to deal with patients and family members in extremely sensitive and contentious situations professionally, assertively and tactfully i.e. sudden death

2. Knowledge, training and experience

National Profile Level: 5	Selected Level: 5
Factor Status: Matched	Score: 120

National Profile Factor Description

****Expertise within a discipline, underpinned by theory****

Professional/clinical knowledge acquired through training and/or experience to degree/diploma level or equivalent

Relevant Job Information

Section 12 of JD

- Qualified to SCQF Level 8 Diploma of Higher Education in Paramedic Practice or equivalent qualification/experience.
- C1 drivers licence and completed an SCQF Level 6 Emergency Driving Award or equivalent.

- Recognition of Life Extinct and cessation of resuscitation - In Full including the application or attempted application of Advanced Life Support measures that can inform clinical decision making to cease resuscitation after 20 minutes of ALS

3. Analytical skills

National Profile Level: 3-4

Selected Level: 3

Factor Status: Matched

Score: 27

National Profile Factor Description

****Range of facts or situations requiring analysis, comparison of range of options/Complex facts or situations requiring analysis, interpretation, comparison of range of options****

Assesses patient situations, decides on courses of action in accordance with guidelines and protocols/assesses complex patient conditions

Relevant Job Information

Level 3

JD specifies

- The post holder will be required to autonomously make decisions on patient care through assessment and evaluation of patients and interpretation of clinical guidelines and evidence, allowing facilitation of choice between different approaches. Some of this may involve complex patient conditions and/or situations in discussion with other professionals, whilst working within the specific scope of practice for the role of Paramedic

- Standards will be determined by Service approved clinical practice guidelines.

4. Planning and organisation skills

National Profile Level: 2

Selected Level: 2

Factor Status: Matched

Score: 15

National Profile Factor Description

****Plan and organise straightforward activities, some ongoing****

Plans, organises on-scene activities

Relevant Job Information

Level 2

JD specifies:

- Assess the most appropriate method of conveying patients using the relevant equipment and moving and handling techniques as necessary.
- Assess and manage patients using appropriate urgent and emergency care techniques and referring patient to most appropriate pathway of care including appropriate vehicle types e.g. Urgent Tier or Low Acuity vehicle.

5. Physical skills

National Profile Level: 4

Selected Level: 4

Factor Status: Matched

Score: 42

National Profile Factor Description

****Highly developed physical skills, high degree of precision****

Highly developed dexterity, co-ordination and sensory skills for advanced clinical interventions e.g. advanced airway management including intubation, cricothyroidotomy, suturing

Relevant Job Information

Level 4

JD Specifies

- Must have a high level of hand eye co-ordination skills in order to carry out advanced clinical interventions e.g. intubation and intravenous access.

6. Responsibility - patient/client care

National Profile Level: 5(a)

Selected Level: 5

Factor Status: Matched

Score: 30

National Profile Factor Description

****Develop programmes of care, care packages****

Provides packages and programmes of emergency and medical care

Relevant Job Information

Level 5a

JD specifies

- Making decisions, sometimes complex, in relation to patient assessment from a wide range of treatment/care options, in a variety of differing circumstances, working in an uncertain environment i.e. time critical incidents when emotions are high
- Assess and manage patients using appropriate urgent and emergency care techniques and referring patient to most appropriate pathway of care including appropriate vehicle types e.g. Urgent Tier or Low Acuity vehicle.
- Maintain a high quality of patient centred care.

7. Responsibility - policy and service

National Profile Level: 1-2

Selected Level: 1

Factor Status: Matched

Score: 5

National Profile Factor Description

****Follow policies in own role, may be required to comment/ implement policies and proposes changes to practices, procedures for own area****

Follows policies for provision of medical treatment, may comment on proposals for change/ proposes changes to practices and procedures

Relevant Job Information

Level 1

JD Specifies

- Standards will be determined by Service approved clinical practice guidelines.
- Comply with the Infection Prevention and Control policy and ensure that good Infection Prevention and Control practice to maintain a safe environment for patients, colleagues and members of the public is sustained and monitored

8. Responsibility - finance and physical

National Profile Level: 2abc

Selected Level: 2

Factor Status: Matched

Score: 12

National Profile Factor Description

****Handles cash, valuables; safe use of equipment other than that used personally; maintain stock control; safe use of expensive equipment****

Removes and passes patient belongings to clinical staff; ensure ambulance equipment is safe; maintains and secures stocks of drugs; safe use of vehicles and clinical equipment

Relevant Job Information

(a)(b)(e)

JD Specifies

- Carry out daily inspection of vehicle and report any damage or defects immediately
- Check stock of:
 - o patient care equipment and ensure that all equipment is safe, clean, in date and in good working order.
 - o patient care consumables and ensure that all are in date and undamaged.
- Responsible for management and security of drug stock including Controlled Drugs and P.O.M. (Prescription Only Medicine) and the safe administration of medications following approved Clinical Guidelines, or service approved Patient Group Directives where indicated.

9. Responsibility - staff/HR/leadership/training

National Profile Level: 2bc

Selected Level: 2

Factor Status: Matched

Score: 12

National Profile Factor Description

****Clinical supervision; provide training in own discipline****

Provides clinical supervision, provides job training to less experienced members of the care team

Relevant Job Information

2ab

JD specifies

- Provide effective clinical leadership, development and mentoring to technicians and qualified staff and promote and ensure high quality out of hospital care is delivered by competent colleagues.

10. Responsibility - information resources

National Profile Level: 1

Selected Level: 1

Factor Status: Matched

Score: 4

National Profile Factor Description

****Record personally generated information****

Keeps records of emergency and other treatment, incidents

Relevant Job Information

Level 1

JD specifies

- Maintain a high standard of record keeping in accordance with the framework for information governance and clinical governance guidance

11. Responsibility - research and development

National Profile Level: 1

Selected Level: 1

Factor Status: Matched

Score: 5

National Profile Factor Description

****Complete surveys or audits as necessary to own work/occasionally participates in equipment testing****

Completes e.g. staff surveys, occasionally involved in equipment trials/clinical audits

Relevant Job Information

- Carry out dynamic risk assessment when appropriate and assist line manager(s) as required with risk assessment of tasks to ensure safe working practices are followed at all times in line with Service Policy and current legislation

12. Freedom to act

National Profile Level: 3

Selected Level: 3

Factor Status: Matched

Score: 21

National Profile Factor Description

****Clearly defined occupational policies, work is managed rather than supervised****

Works within emergency protocols and guidelines, work is managed rather than supervised

Relevant Job Information

- The post holder will be required to autonomously make decisions on patient care through assessment and evaluation of patients and interpretation of clinical guidelines and evidence, allowing facilitation of choice between different approaches.

13. Physical effort**National Profile Level:** 4c-5b**Selected Level:** 5**Factor Status:** Matched**Score:** 25**National Profile Factor Description******Occasional/ frequent intense effort for several short periods****

Lifting and carrying patients/clients in limited physical space

Relevant Job Information

Level 5b

JD Specifies

Undertake mandatory training and education as required and responsible for keeping up to date with any new developments and changes to clinical and manual handling and/or bariatric training where relevant. Required to, using appropriate aids, move and handle patients.

14. Mental effort**National Profile Level:** 2a-3a**Selected Level:** 2**Factor Status:** Matched**Score:** 7**National Profile Factor Description******Frequent concentration, work pattern pattern/unpredictable****

Concentration on driving, delivering emergency medical care/ may be switched to other emergency situations

Relevant Job Information

(a)

- Concentration skills in response to emergency calls and situations including distressing and often traumatic situations e.g. road traffic accidents and similar emergency situations Responds to emergency calls and situations that require concentration

15. Emotional effort**National Profile Level:** 4ab**Selected Level:** 4**Factor Status:** Matched**Score:** 25**National Profile Factor Description******Occasional trauma; frequent highly distressing or emotional circumstances****

Arriving at and dealing with e.g. families at the scene of accidents

Relevant Job Information

(a)(b)

- Dealing with relatives and members of the public in difficult circumstances, e.g. sudden death
- Dealing with death, this is especially distressing in cases of infant mortality, etc
- Exposure to emotional impact of exposure to traumatic and distressing incidents and make decisions in these circumstances

16. Working conditions

National Profile Level: 5

Selected Level: 5

Factor Status: Matched

Score: 25

National Profile Factor Description

****Considerable exposure to hazards****

Unavoidable exposure to physically dangerous situations on a regular basis

Relevant Job Information

JD Specifies

- Responding and attending to emergency calls in all kinds of weather
- Exposure to, and contact with, body fluids.

Delivery of front-line, pre-hospital emergency care