



National Training Bulletin 01/21

Supporting the Newly Qualified Graduate Paramedic (NQP)

The requirement to support newly qualified registrants as they make the transition from being an undergraduate student to a fully competent and independent practitioner, is well documented.

The stressors experienced by newly qualified graduates related to the conflict between university learning and what is experienced in health care practice, are recognised.

Within SAS, it has been acknowledged and accepted that Newly Qualified Graduate Paramedics (NQPs) require a period of time, agreed as 18 months, that they should be supported to develop their decision making skills as they move towards the full SAS scope of Paramedic practice. During this 18 month period, the NQP will develop a portfolio that will demonstrate their decision-making ability. However, to fully support the NQP to allow focus on their clinical decision making, it is necessary to clarify some operational parameters.

First period: circa 6 months

- NQPs should work only with an experienced Qualified Paramedic each shift.
- Overtime shifts can be allocated, but only with an experienced Qualified Paramedic.
- Overtime cannot be undertaken with an Ambulance Technician, a student Technician, a student Paramedic (DipHE or BSc), or another NQP.
- As such, an NQP does not mentor Ambulance Technician students or Paramedic students.
- Although cited as 6 months duration, the first period of operational placement can be extended as required until the student feels they are confident and competent to progress. Discussion regarding progression will take place between the NQP and their EPDD contact / assessor.

Doc: Name-Date Created (format yyyy-mm-dd)	Page 1	Author:
Date: Uploaded (yyyy-mm-dd)	Version	Review Date:



National Training Bulletin 01/21

PGDs & Controlled Drugs (CDs):

During the initial period of 3 months in clinical practice, the NQP should observe the Qualified Paramedic undertaking advanced patient assessment, clinical decision-making, and any required treatment practices or medication administration. This will allow the NQP to develop knowledge and understanding on all these elements under the guidance of the experienced staff member.

For the remaining 3 months with a Qualified Paramedic, the NQP would sign their PGDs and under supervision of the RP, make the clinical decisions around administration, and undertake said administration of PGD meds and CDs.

NQPs will follow the SAS agreed process for access to CDs.

Single Crewing

During the entire duration (18 months) of the NQP development period, there should be no planned single crewing.

Where single crewing occurs for example due to an unexpected illness, every attempt should be made to establish dual crewing with an experienced Qualified Paramedic.

If there is no other staff to crew with the NQP, or before a shift partner can be allocated, NQPs can respond to Immediately Life Threatening calls as a first responder. If this occurs, immediate backup of a crew or PRU staffed by an experienced Qualified Paramedic must be allocated when available.



National Training Bulletin 01/21

Second period: circa 6 months

- NQPs should only work with a qualified Ambulance Technician or a qualified Paramedic
- Overtime shifts can only be undertaken with a qualified Ambulance Technician or Paramedic.
- Again, the NQP should never be crewed with VQ Technician student, DipHE student, or a BSc student.
- The NQP will still not mentor Ambulance Technician students or Paramedic students.
- Again, if there is no other staff to crew with the NQP, or before a shift partner can be allocated, NQPs can respond to Immediately Life Threatening calls as a first responder. If this occurs, immediate backup of a crew or PRU staffed by an experienced Qualified Paramedic must be allocated when available.
- Although cited as 6 months duration, the second period of operational placement can be extended as required until the student feels they are confident and competent to finish their operational placement, and their Portfolio is complete. Discussion regarding completion of the placement will take place between the NQP and their EPDD contact / assessor.



Head of Education & Professional Development Department

4th February 2021

Doc: Name-Date Created (format yyyy-mm-dd)	Page 3	Author:
Date: Uploaded (yyyy-mm-dd)	Version	Review Date: