



National Training Bulletin 11/21

Frequently Asked Questions

Newly Qualified Paramedics (NQP's)

The attached FAQ's are issued to assist with recent and ongoing recruitment of Newly Qualified Paramedics into the Scottish Ambulance Service.

Additional opportunities to ask questions about their role and ongoing development whilst in the NQP phase can also be offered by contacting [REDACTED]. There will also be a staff engagement session providing further detail and information in December 2021.

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Newly Qualified Paramedics (NQP) Frequently Asked Questions.

Q. What is a NQP?

A. A NQP is a newly qualified degree paramedic, HCPC registered and employed by the Scottish Ambulance Service. They are band 5.

Q. What is their role?

A. The role of an NQP is to work within their scope of practice, develop and progress their skills and knowledge in an ambulance, applying theory to practice.

Q. How long is the NQP programme?

It is anticipated that the NQP will have a supportive measures in place for 12 months – extended to either 15 or 18 months if there are development requirements.

Q. What is the basic structure of the NQP programme?

This is split into two, six month phases; moving from phase one to phase two as they progress. After phase two they become fully fledged band 6 Paramedics. Some NQPs may progress faster than this depending on skills, confidence and clinical opportunities.

Q. Do the NQPs get any induction?

A. Yes, during phase one their first four weeks are taken up by one week EPDD induction (moving and handling, airwaves, corpuls etc) followed by three weeks local induction (station admin, third crewing etc).

Q. Who does the NQP work with in each phase?

A. During phase one the NQP must only work with a Paramedic. During Phase two they should only work with a qualified member of staff; either a Technician or Paramedic.

Q. What is the NQPs scope of practice in phase one?

A. During phase one the NQP has the same scope of practice as a qualified Paramedic. They can administer all drugs and work within their capabilities, under guidance and supervision as necessary.

Q. What is the NQPs scope of practice in phase two?

A. During phase two they have full scope of practice as a Paramedic. They have the support from the qualified member of staff – however, they are unable to discharge or PLE without prof to prof guidance. If choosing alternative pathways, there should also be written prof to prof conversation evidence.

Q. Can the NQP attend with all patients?

A. During the NQP programme they get supported in their decision making and if both parties feel comfortable the NQP can attend with all patient cases.

Q. Why do they need to work with a paramedic, when they are a paramedic?

A. NQP are completely new members of staff and start on Band 5 working on a program to ensure they develop and apply their theory to practice appropriately.

Q. What are the requirements of the NQP programme?

A. NQPs complete a portfolio evidencing their development, they complete reflective pieces to confirm their knowledge – this is similar to the National Education Scotland “Flying Start” – topics are; clinical, leadership and facilitating learning. They also attend three workshops throughout the programme to augment their learning.

Q. What are the Paramedic and Technician’s roles when working with an NQP?

A. They are purely supportive roles, with advice on clinical decision making, encouraging leadership and autonomous thinking. They do not have any involvement in portfolio completion.

Q. What other support do the NQPs get?

A. They will all have a named Practice Placement Educator (PPEd) who will visit the NQP, in the clinical area, up to three times in phase one and up to three time in phase two. Their progress report will be through written feedback, which should be held in their portfolio.

Q. Who decides on movement from phase one to phase two and onto band 6.

A. The PPEd team in consultation with the NQP, decides on their progression. This is in conjunction with the NQP framework, which stimulates involvement from Line Managers, Heads of Service and Business Support Managers during this process.

Q. What happens if the NQP is not performing to the standard expected?

A. Each phase can be extended by three months if the PPEd or the NQP feel they require some extra development. This is in conjunction with communication with their line managers, Heads of Service and Business Support Managers.

Q. What should a Paramedic or Technician do if they feel the NQP is not performing at the standard expected?

A. They should either contact the NQP's named PPEd or their line manager, who should then contact the PPEd

Q. How will staff know the difference between an NQP and Paramedic?

A. NQP will have different epaulettes to qualified Paramedics, indicating NQP Phase one and Phase two.

Q. Can an NQP administer morphine?

A. An NQP can administer morphine as long as the qualified Paramedic is satisfied with their capabilities. NQPs will not have their own morphine card in the first 6 months.

Q. Can the NQP work with a student?

A. No, the NQP must be with a Paramedic in phase one and a qualified Technician or Paramedic in phase two.

Q. Can the NQP work with a DipHE in Paramedic Practice student?

A. No. Although they are a qualified Technician, they should be viewed as a student while involved with the DipHE programme and undertaking their own development.

Q. Can the NQP do overtime?

A. Yes, but only with qualified staff as identified during each phase.


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