



LINCS & NOTTS
AIR AMBULANCE
SAVING LIVES EVERYDAY

HEMS Specialist Paramedics (Critical Care)

Recruitment Information Pack 2023





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AIR AMBULANCE
SAVING LIVES EVERYDAY

MESSAGE FROM OUR CEO

Thank you for your interest in joining the Lincs & Notts Air Ambulance (LNAA). We are a friendly, inclusive and dynamic team focussed on ensuring we deliver the best possible pre-hospital critical care for the people of Lincolnshire and Nottinghamshire.

Patients are at the heart of everything we do. We are here to help save lives. Our highly skilled crews of doctors, paramedics and pilots deliver hospital A&E level care at the scene of an incident when minutes really matter. We undertake more than 1,400 missions every year, tending to patients in what is often their greatest hour of need.

This is an exciting and challenging time of growth and development at LNAA. In the last couple of years we have moved into our purpose-built HQ and airbase, transitioned to operating 24/7 and registered with the Care Quality Commission (CQC) as a clinically independent health care provider, striving to always be at the cutting edge of pre-hospital care.

We are an independent Charity and rely almost entirely on the support and generosity of the communities we serve. Every member of our team has a vital role to play in our life-saving work.

We look forward to receiving your application.

Good Luck!

Karen

Karen Jobling
Chief Executive Officer



WHO WE ARE

We are LNAA and we aspire to save lives every day.

We are led by our values - Teamwork, Respect, Innovation, Compassion.

We serve a population of almost 1.6m across Lincs & Notts.

Since we first took to the air in 1994, we have been tasked to over 26,000 emergencies.

Accidents and medical emergencies can change lives forever and that's why we are committed to saving lives and providing cutting-edge, pre-hospital critical care. We are a vital part of your community, your lives and your safety. We're driven by our purpose of saving lives and ensuring the best possible outcomes for our patients.

In 2022 we were called to respond to just under 1,620 incidents - our busiest year on record. Our crews of pilots, doctors and paramedics, along with our life-saving equipment, are on call and ready to respond 24/7, 365 days a year.

Our highly skilled multi-disciplinary team operate at the very forefront of Helicopter Emergency Medical Services (HEMS). They perform life-saving interventions, including emergency chest and heart surgical procedures, deliver emergency anaesthesia and administer blood transfusions to patients suffering from life-threatening blood loss.



HOW WE WORK

OUR VISION

To be by the side of more patients, enabling the delivery of world-class care.

OUR MISSION

To provide outstanding care, by helicopter and car, 24/7 to the people of Lincs, Notts and beyond.

OUR VALUES - TRIC

We have four values (TRIC) that express and represent our shared understanding of the principles that are important to us. They set out the things that we aspire to be as a Charity and that underpin everything we do.

TEAMWORK

Employees, crew, volunteers, partners and the community; One indivisible team.

RESPECT

We treat everyone with consideration, appreciation and acceptance.

INNOVATION

We aim high and embrace opportunities to improve and enhance everything that we do.

COMPASSION

We treat others with sensitivity, consideration and kindness.



JOB ROLE

To work as a member of the Lincolnshire & Nottinghamshire Air Ambulance (LNAA) team, utilising ground response vehicles or helicopters, providing a Pre-Hospital Emergency Critical Care response to the scene of an incident and where appropriate, supporting safe in-transit care en-route to hospital, in partnership with the NHS ambulance service.

To work competently, where necessary under appropriate supervision, within the HCPC code of professional practice, College of Paramedics post graduate frameworks, and LNAA clinical governance framework utilising Standard Operating Procedures to provide clinical care to critically ill or injured patients.

To work positively within a multi-disciplinary team involving Doctors, Pilots, Paramedics, and charity staff whilst supporting the ongoing professional partnership with the NHS ambulance service and other key stakeholders.

To undertake all required training, education, and development activity in relation to the post and to meet the needs of the service.

To support the education and development of the wider clinical team.

Note: The job title will be prefixed with 'Student' until accreditation as a Specialist Paramedic (Critical Care) is agreed by LNAA.

HOURS

37.5 per week
(annualised)

SALARY

Benchmarked against AfC
Band 6 progressing to
Band 7, Specialist
Paramedic

TYPE

Permanent contract

REPORTING TO

Rob Fillmer
Clinical Operations
Manager

LOCATION

LNAA Operations
HEMS Way, Lincoln,
LN4 2GW.

MAIN TASKS

Communication

- To communicate effectively with both internal and external stakeholders, providing reassurance and empathy where required.
- Communicate highly complex information effectively with patients and their relatives in a calm and compassionate manner, where appropriate allowing them to make informed choices about their healthcare needs.
- Provide and receive sensitive or contentious information, where persuasive, negotiating and training skills are required to overcome barriers.
- Able to present highly complex information to a range of audiences in a manner they understand.
- To undertake effective and appropriate radio and telephone communications utilising a range of technologies.
- Always maintain communication with appropriate ambulance emergency operations centre.
- Ensure conduct is always of the highest standards and act as an ambassador for Charity and the Paramedic profession.
- To promote and contribute to the development of the Charity by taking part in publicity and fundraising events as required by the service.

Clinical

- To competently undertake a range of technical and non-technical skills within the standard Paramedic scope of practice and develop your highly specialist knowledge to work across a range of procedures and practices, developing experience as you progress.
- To actively contribute to LNAA clinical operations and service development through membership of working groups / committees, to support the clinical governance framework through policy and SOP development as required.
- To ensure LNAA provide safe, effective, compassionate, high-quality care in accordance with the Care Quality Commission (CQC) standards.

MAIN TASKS

- To provide high standards of specialist knowledge to deliver clinical care with reference to JRCALC, LNAA Standard Operating Procedures (SOPs) and national guidance.
- To competently undertake appropriate patient assessments and develop management plans based on the patients' clinical requirements, implementing care in accordance with LNAA Policies and SOP's.
- To use the best evidence-based practice and, where appropriate, in collaboration with other healthcare professionals within the multi-disciplinary team.
- To formulate specialist programmes of care and work within the scope of practice agreed by LNAA Policies, SOP's, and governance arrangements.
- To provide therapeutic pharmacological interventions in accordance with LNAA SOP's, Patient Group Directions, and national guidance / guidelines.
- Act with clear judgement of complex facts and situations and develop the analysis, interpretation, and comparison of a range of options to manage highly complex situations.
- To competently undertake additional physical skills in accordance with LNAA SOP's and governance arrangements which require a high degree of precision and attention to detail.
- To administer the appropriate medications, blood products and clinical interventions in accordance with LNAA SOP's and guidelines.
- To interpret and utilise data obtained from the effective use of invasive and non-invasive monitoring equipment.
- Possess a thorough understanding of the equipment being used in the delivery of patient care.
- Select the appropriate destination hospital, considering the patients' needs based on clinical assessment and diagnosis.
- Undertake the effective completion of patient care records in accordance with LNAA SOP's and to demonstrate awareness and understanding of information governance policies.
- To maintain where possible a safe and clean environment for patients and staff, initiating appropriate actions to achieve this, in line with LNAA's infection prevention and control policy.

MAIN TASKS

- Be required to undertake manual handling of equipment and patients, having appropriately risk assessed each occasion using appropriate moving and handling techniques and equipment where provided.
- Actively participate in effective Crew Resource Management to minimise human error.
- Undertake appropriate record keeping in line with key organisational requirements.
- Respond to major incidents in support of the wider NHS ambulance service response.
- Operate in difficult, hazardous, and remote conditions ensuring safe and appropriate use of available equipment at all incidents.
- Provide a clear and concise clinical handover to the receiving Emergency Department team.

Undertake and document all Continuing Professional Development in line with regulatory and registrant standards.

Operational

- Operate as part of a roster system covering a range of shifts including both social and unsocial (nights, weekends, and bank holidays) hours.
- Operate at a variety of locations as appropriate based on the organisational requirements.
- Check both the critical care car and aircraft equipment daily, and restock medical equipment as required, in accordance with LNAA SOP's.
- Drive LNAA vehicles under emergency and non-emergency conditions, being fully conversant of blue light exemptions, in accordance with the LNAA driving policy and the highway code. At all times, upholding the highest driving standards.
- Operate safely in an aviation environment and in accordance with the designated Air Operator and as directed by the Unit Chief Pilot / Aircraft Captain.
- Work as an integral part of a Critical Care Team, under appropriate supervision as required delivering critical care in a variety of highly complex situations.

MAIN TASKS

- Participate in and perform pre-mission planning as necessary.
- Ensure controlled drugs are correctly stored, handled, administered, and documented in line with LNAA Controlled Drugs SOP's.
- Participate in airbase daily tasks undertaking completion of checks on consumables and stores to ensure sufficiency to maintain stock levels and date compliance.
- Ensure competent entry of all missions and PRFs on to LNAA's clinical database to enable case monitoring and monthly statistical reports.
- Participate in trials of new equipment and procedures as advised by the LNAA Clinical Equipment and Medicines Committee / LNAA Clinical Leads.
- Maintain clinical and operational currency.
- Undertake the regular training, supervision and mentoring of new staff in a range of specialist subjects as defined by LNAA policies and procedures.
- Undertake training and display competency in the use of NVIS/NVG equipment for night-time operations.
- Plan and organise several complex activities during missions or non-clinical time which require collaboration, involvement, and adjustment of developed plans.
- To ensure that all operational and clinical areas are kept clean within the LNAA IPC Policy.

Personal & Service Development

- Show commitment to continuing professional development both personally and for LNAA.
- Be guided by clearly defined policies, procedures, and guidelines to deliver the outputs of your role to achieve the expected results.
- Undertake the necessary training and education as required by the organisation.
- Undertake surveys, audit and research and implement improvements to own practice and service development.

MAIN TASKS

- Complete incident report forms where areas of improvement are identified.
- Maintain a necessary standard of physical fitness to ensure optimal performance for intense physical effort over long periods.
- Promote and develop the role of a Specialist Paramedic (Critical Care) at LNAA.
- Promote and develop the role of a Specialist Paramedic (Critical Care) within the wider Paramedic profession.
- Undertake the required higher education pathways provided for by LNAA.
- Promote the role of the Charity and be an ambassador of the Charity at all times both clinically and non-clinically.
- Attend, contribute, and present at LNAA and partner Clinical Governance Days, forums, and training days.
- Undertake regular self-directed training and development activity utilising the range of training resources provided at the Charity operating base.

Leadership & Team Working

- Demonstrate personal accountability in everyday practice and understand responsibility for staff to which actions may be delegated.
- Demonstrate effective team working with all members of the team, other healthcare professionals and emergency service personnel.
- Demonstrate effective leadership and followership whilst engaged in clinical operational activity.
- Following appropriate experience and development, take part in teaching, mentorship, and assessment of other team members.
- Provide peer support and guidance following highly distressing or emotional circumstances.

MAIN TASKS

Other Responsibilities

- Be able to work flexibly and dynamically.
- Adhere to the HCPC Standards of Conduct, Performance and Ethics and the Standards of Proficiency.
- Undertake considerable exposures to physical hazards which are unavoidable.
- The post holder will be expected to promote and implement the LNAA Equality, Diversity, and Inclusion policy.
- To provide clinical support in relation to dispatch of critical care assets in the EMAS Emergency Operations Centre as required in line with LNAA's strategic objectives.
- The post holder will be expected to provide frequent exertion of mental effort and concentration to achieve set tasks in a timely manner.
- The post holder will be expected to ensure that confidentiality of information is always maintained.
- The post holder will be required to follow the requirements of the General Data Protection Act 2018.
- The post holder must declare any private interests that could result in personal gain because of their position. Interests that might appear in conflict should also be declared.
- Assist with visitors/former patient and family visits in a proactive, positive manner.
- Other duties may be agreed with LNAA as required.

Person Specification

LINCOLNSHIRE & NOTTINGHAMSHIRE AIR AMBULANCE CHARITABLE TRUST

HEMS Specialist Paramedic (Critical Care) (E=essential criteria, D=desirable criteria)

No.	Criteria	Method of Assessment		
		App. form	Interview	OSCE/Written
1.)	Education and Qualifications			
	a) HCPC registered Paramedic with no outstanding cautions or conditions of practice (E)	√	√	
	b) Full UK driving licence with a maximum of 3 penalty points (endorsements) (E)	√	√	
	c) IHCD or CERAD Emergency Driving qualification (E)	√	√	
	d) BSc Paramedic Science (or equivalent) or evidence of completed study at FHEQ level 6 (BSc level), i.e., Level 6 module. (E)	√	√	
	e) Post graduate level education (level 7) (D)	√		
	f) ALS, APLS (or equivalent) provider status (D)	√		
	g) Diploma in Immediate Medical Care of the Royal College of Surgeons of Edinburgh (D)	√		
2.)	Knowledge and Skills			
	a) Proven empathy with patients and staff (E)	√	√	√
	b) Strong communication skills, both verbal and written (E)	√	√	√
	c) Able to demonstrate both leadership and followership in complex dynamic environments (E)	√	√	√
	d) Able to problem solve and formulate plans to overcome difficult situations (E)	√	√	√
	e) Able to work effectively within and lead a team of multi-disciplinary staff (E)	√	√	√
	f) Able to communicate complex information across professional boundaries. (E)	√	√	√
	g) Able to act as an ambassador for the overall work of the Charity (E)	√	√	√

	<ul style="list-style-type: none"> h) Ability to work flexibly (E) i) Demonstrates ability to apply latest research to own practice (E) j) Able to diplomatically resolve disputes using effective conflict resolution skills (E) k) Overseas applicants must achieve at least Level 2 PLAB language standards (E) l) Strong numeracy and literacy skills (E) m) Awareness of human factors applied to healthcare (E) n) Understands the factors which contribute to a high-performing team (E) o) Publication in peer reviewed journal (D) p) Oral or poster presentation at UK or international conference (D) 	√	√	√
3.)	<p>Personality Attributes</p> <ul style="list-style-type: none"> a) Honesty and integrity (E) b) High standard of personal hygiene and bearing (E) c) Reliability and commitment (E) d) Punctual (E) e) High level of discipline and an ability to work on own initiative (E) f) Demonstrates a commitment to lifelong learning and development (E) g) Identifies difficulties as challenges and works with others to identify solutions (E) h) Effective decision maker with an ability to accept scrutiny of own practice (E) i) Ability to prioritise workloads and work to deadlines using effective time management (E) j) Good standard of physical fitness and able to 	√	√	√

	work in a helicopter environment which may necessitate carrying patients and equipment over long distances and working in cramped conditions (E)	√	√	√
4.)	Experience			
	a) Minimum of 4 years post HCPC registration in a full-time prehospital emergency care patient facing role on commencement of post (E)	√	√	√
	b) Demonstrates ongoing post registration continuous professional development across a range of clinical, education and research activities (E)	√	√	√
	c) Experience of undertaking clinical audit (D)	√		
	d) Experience of LNAA or partner Clinical Governance Days (D)	√		
5.)	Other			
	a) Successfully pass an Enhanced DBS check (E)	√	√	
	b) Must be able to pass the related Occupational Health assessment (E)	√	√	
	c) An ambassador with good knowledge and understanding for the overall work of LNAA (E)	√	√	

EMPLOYEE BENEFITS

We offer our employees 25 days annual leave per year, in addition to public bank holidays (pro rata for part time staff). This entitlement increases by 1 day per completed year of service with the Charity, up to 30 days.

We also offer an additional day off on your birthday!

Following successful completion of a probationary period, we offer access to an employee assistant programme, which gives money back on everyday health and wellbeing costs such as opticians and dental work, plus professional GP and counselling services.

As part of the Emergency Services, you are eligible to receive a Blue Light card, giving various discounts.

Our current auto-enrolment pension scheme typically includes a 6% employer contribution, with 4% employee contribution.

There are a range of learning and development opportunities available.

We offer an enhanced occupational sick pay scheme.

You will also be provided with a life cover, following successful probationary period, which pays 3 times your annual salary.





JUNE 2023 MISSION STATS

Lincs & Notts Air Ambulance | ambucopter.org.uk



170 MISSIONS THIS MONTH

Our crews responded to 86 emergencies by air and conveyed 47 patients to hospitals across the region and beyond.

MISSION LOCATIONS

91 Lincolnshire
55 Nottinghamshire
16 Derbyshire
8 Leicestershire



Registered Charity No. 1017501

INCIDENT TYPE

56 Medical
59 Road Traffic Collision
16 Accidental Injury
12 Assault
5 Sports / Leisure
22 Other

APPLY NOW

For your application to be considered, you must email a copy of your CV and supporting statement detailing how you meet the needs of the role and the person specification to: **recruitment@ambucopter.org.uk**

Deadline for applications: 20th August 2023

Candidates will undergo a four-stage recruitment process. Only candidates successful at each stage will progress forward to the next stage. Timings will be confirmed on completion of shortlisting.

1. Application / shortlisting
2. Written exam & fitness test (1 day) – 04 September 2023
3. Objective structured clinical examinations (OSCE's) (1 day) – 05 September 2023
4. Interview & 12 hour ride out with the duty clinical crew (2 days)
Interview - 12 September 2023

Please note, we reserve the right to close the vacancy earlier than the scheduled date if a sufficient number of applications are received.



Lincs & Notts Air Ambulance is an equal opportunities employer and aims to ensure all applicants are treated fairly and equitably regardless of gender, race, colour, ethnicity, age, disabilities, social economic background, religious or political beliefs, marital status, maternity or paternity, or sexual orientation.