



Job Title	Paramedic
Contract Type:	Permanent
Salary	£50,544
Weekly Hours	36hours
Base Location	Edgware, Greater London
Reports to	Shift Manager - Paramedic
Responsible to	Head of Operations

1. Job Purpose

To provide a patient focused delivery of care, treatment, and safe transport for emergency and non-emergency patients in a clinically safe and professional environment, utilising enhanced skills and regulated best practise when required to do so, adhering at all times to the policies and standards inherent within BEARS and in line with the company's ethos of **Safety, Comfort, and Care**.

Bear Paramedic crew member will be responsible for the assessment, care, treatment and transportation of emergency, urgent and routine calls. The role will also include the providing of advanced clinical interventions, may administer medication within PGD guidelines. There will also be a requirement to undertake emergency blue light driving and work in a variety of locations.

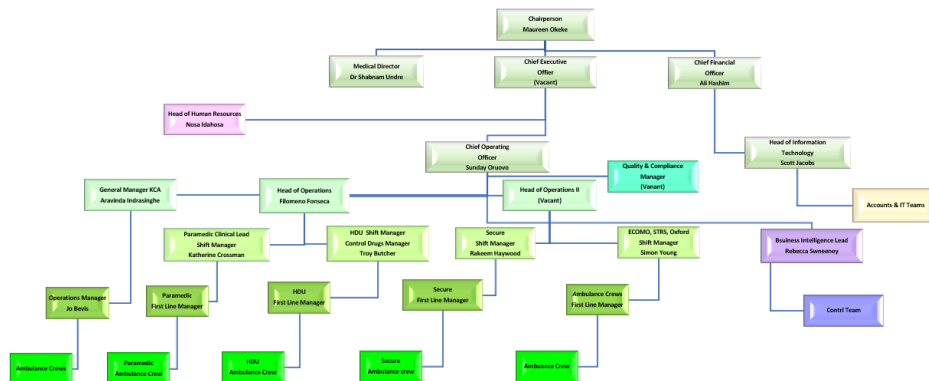
Clinical Duties:

- Undertake the full range of paramedic duties as part of an operational crew, as well as a solo responder, on a rapid response vehicle or in other appropriate areas/vehicles and/or emergency/urgent care settings, as per Company standard operational instructions.
- Assess, treat, manage, and where appropriate refer patients according to the nature and severity of their condition referring to alternative care pathways where appropriate. As appropriate, provide packages of care to patients at home.
- Carry out paramedic duties commensurate with national clinical practice guidelines.
- Responsible as an autonomous practitioner using local care pathways associated with local initiatives promoting see and treat, where clinically safe to do so, reducing inappropriate conveyance.
- Ability to organise and manage the scene of a complex incident during initial stages until an additional clinical support arrives where applicable. This could involve organising or managing patients, bystanders, or other responding services.
- Undertake duties in relation to major incidents including exercises which may require call out when off duty in accordance with the Company Major Incident Procedure.
- Utilise appropriate and relevant information to assist patients, patient advocates or carers to make informed health choices in line with national guidance.
- Make reasoned decisions regarding initiating, modifying, or ceasing treatment or procedures and ensuring accurate documentation of decisions.
- Being accountable and responsible for clinical decisions made during the course of duty and seek senior clinical advice where appropriate.
- Ensure compliance with Medicines management.
- Ensures drugs are stored securely and where appropriate stocked according to both national legal frameworks and local policy.

2. Key Working Relationships:

Internal	External
CEF, CFO & MD	Senior Management with NHS Trusts
Chief Operating Officer	Clinical Teams with the Trust
Head of Operations	CQC, Compliance and Business links, HSE and other Regulatory Bodies
Head of Human Resources	PAL's and Trust Transport Team
Shift & First Line Managers	Patient's carers or relatives
Business Intelligence Team	Nursing/Care home staff
Control, IT & Accounts Team	Emergency services
Training & Compliance Team	NHS Trust Hospitals
Fleet Support Team	Health watch; PALS, Client Teams within Trusts
Support Services	External sub-contractors

3. Structure:



Documentation and Record Keeping:

- Ensure the prompt, legible and accurate completion of all patient and incident records, providing a full and accurate record of decision making in accordance with the Caldicott principles, current legislation, and regulatory framework.
- Participate in company clinical audit and effectiveness processes as required including evaluation of clinical procedures, processes, and instructions to ensure the highest standards of service are achieved in the interest of patient care.
- Where appropriate, make proposals for change to own working practices and policies within own working area. Make appropriate use of equipment which will include various types of vehicles, diagnostic, invasive and therapeutic equipment.
- Ensure the sharing of information is always done in compliance with information governance procedures.
- Record details and maintain records of passengers, journeys, vehicle refuelling and duty hours in accordance with Company procedures.
- Complete and submit all necessary reports and notifications as required by the Operational, Clinical, Health & Safety and other relevant instructions.

Communication:

- Communicate effectively demonstrating compassion, particularly when dealing with people who may have difficulty understanding, for example, but not limited to children, people with learning difficulties and people from different ethnic groups.
- Adapt communication style accordingly in order to overcome barriers.
- Ensure that informed consent is obtained before undertaking assessment treatment or intervention. Participate/attend coroners court as appropriate.
- Ensure environmental barriers are overcome as far as is reasonably practicable when working at the scene of an incident, maintaining conduct, communication, and clinical care in challenging or emotive environments including public places and environments requiring police or other agency support.
- Demonstrate the ability to communicate complicated information when dealing with complex patients and their subsequent care ensuring that this is appropriately passed to relevant parties.
- Effectively communicate sensitive information when dealing with clinical incidents. An example of this is when handing over patients to another healthcare professional or making a safeguarding referral.
- Maintain timely communications with Control using appropriate information and communication equipment and procedures.
- Ensure that the Control is aware of operational status and availability at all times and provide initial assessment of specific incidents in line with Company procedure.
- Participate in the delivery of quality measures, in consultation with local management to ensure the highest standards of service are achieved.

Vehicle and Driving Duties:

- Drive all relevant vehicle types operated by the Service in accordance with the emergency vehicle driver training standards and the Highway Code and relevant legislation.



- Conduct vehicle checks in line with Company policies and procedures prior to use ensuring that it is fully equipped, and that all equipment is functioning and ready for use.
- At the start and completion of shifts, carry out vehicle and equipment inspections, ensuring that all defects, deficiencies, and accident damage are reported in accordance with company policies and procedures.
- Maintain appropriate standards of cleanliness of vehicles and equipment and those parts of the station specified by the local management team.

Personal Development/CPD:

- To be responsible for ensuring compliance with statutory and mandatory training and undertake CPD to maintain fitness to practice and adherence to the regulatory body Health and Care Professions Council (HCPC) standards.
- Identify developmental opportunities within the work context and take part in activities which lead to personal and professional development including undertaking reflective practice.
- Attend supervision and appraisal sessions with line manager and appropriate others, as required.
- Maintain individual scope of practice and professional registration as defined by current HCPC Standards of Proficiency - Paramedics.
- At all times exhibit and comply with the standards of personal and professional conduct and performance as required by HCPC Standards of Conduct, Performance and Ethics.
- Take part in activities that lead to personal and/or team growth.

General Duties:

- Have due regard and where practicable maintain the security of operational bases, ambulances, and equipment.
- Ensure the safe transfer of patients, to and from vehicles, following health and safety and other appropriate protocols and procedures, taking account of the safety of patients, self, colleagues, and others, using appropriate equipment and manual handling techniques.
- Support Paramedic Shift Manager in the day-to-day management of the of the service with particular responsibilities for the administrative arrangements of the Base if required.
- Take responsibility for own health and wellbeing, promoting the ongoing care of physical and mental wellbeing in order to meet the requirements of the role.
- Carry out shifts as agreed and detailed by the company.
- To abide by the Company Values of **Safety Comfort and Care**.
- All staff must maintain the highest standards of care and service treating everyone with dignity and respect whilst promoting a non-discriminatory, inclusive culture.
- Identify and take action when other people's behaviours undermine Equality and Diversity. Values.
- The Post holder will be required to demonstrate compassionate care in their daily work.
- Familiarise yourself with and apply company policies, procedures, and other formal instructions;
- Act within the scope of your authority and/or practice at all times.
- Undertake the statutory and mandatory training suitable to your role and maintain any relevant professional registration(s);
- Maintain accurate and timely records wherever required;

Mentorship and Leadership:

- Assist with the induction and mentorship of new staff and students ensuring that they are aware of all necessary procedures, policies, and information in order to carry out their role effectively.
- Supervise and mentor designated staff and students, taking appropriate action when performance falls below expected standards.
- Use appropriate knowledge and skills when working with or mentoring new staff to ensure they are competent in undertaking clinical procedures and utilising appropriate equipment.
- Dynamically assess scene and Identify environmental and clinical risks to patients, self and colleagues taking appropriate action to minimise them where possible and ensure safety.
- Identify safeguarding concerns and ensure these are reported and documented in an appropriate manner and are escalated and followed up as appropriate.

4. Person Specification

Person Specification:

Domain	Essential Criteria	Desirable Criteria
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Qualification	<p>HCPC Registered Paramedic</p> <p>Educated to degree/diploma level in Paramedicine or equivalent experience.</p> <p>Full driving license required,</p> <p>L2/L3 (D1/D2) Blue Light training. Valid in the UK approved emergency driving qualification</p>	Recent and relevant experience of working in the NHS in a senior role.
Experience	<p>Experience of supervision, mentorship, and development of a range of clinical staff in relevant practice settings</p> <p>Ability to communicate effectively verbally and in writing in complex, contentious and sensitive situations.</p> <p>Good people skills. Ability to develop and adapt to change.</p> <p>Problem solving ability. Ability to work as part of a multidisciplinary team.</p> <p>Planning and decision-making skills.</p> <p>Ability to work under pressure with minimum supervision.</p>	
Skills	<p>Ability to empathise and build rapport with clinicians, front-line staff, managers, and others, to influence, motivate and engage them into adopting new ways of working to improve service delivery.</p> <p>Ability to receive, process, summarise, interpret, and communicate highly complex, sensitive and contentious information where there are barriers to acceptance and resistance to change.</p> <p>Outstanding written and verbal skills.</p> <p>Able to provide leadership and motivation to staff and develop individuals.</p> <p>Make sound decisions and judgements based on the analysis and information available.</p>	Ability to use a range of influencing strategies to bring about change and modernization of services.
Knowledge	A working knowledge of regulations and CQC	

	<p>A working knowledge of process mapping.</p> <p>Understanding of Equal Opportunities policies and procedures.</p> <p>Understanding of Data Protection Act/ GDPR</p> <p>Understands the need to work collaboratively with internal and external stakeholders to achieve positive outcomes.</p>	
Other	<p>Committed to continuing own professional development.</p> <p>Professional pro-active attitude.</p> <p>Demonstrates a strong desire to improve performance and make a difference by focusing on goals.</p> <p>Caring attitude and sensitivity to others.</p> <p>Confident with the ability to take a lead role.</p> <p>Ability to interact with people from varying cultural backgrounds and social environments.</p> <p>Able to promote equality and value diversity.</p>	



About Us

BEARS has focused on quality, which defines the company and differentiates it from its peers (and competitors). Our emphasis remains to provide high quality service which underpins our values of standards of **Safety, Comfort and Care**.

Our staff are our greatest assets, displayed in our first-class training, and generous package as well as providing them with appropriate tools (including PPE and other materials), to enable them to deliver the highest standards of patient care. The return for this strategy is evidenced in our Key Performance Indicators (KPI's) and the level of retention on our contracts from existing NHS customers.

BEARS currently provide the following Patient Transport services: High Dependency, Bariatric, Mental Health and ECMO, which our NHS clients recognise as dependable, unlocking new opportunities for further specialist ambulance services in Critical Care, Neonatal and Paediatric Intensive Care services.

Staff Benefits

- Company Pension Scheme
- Health cash plan after 6 months
- Access to company gym
- Clearly defined progression paths with training and support
- E-car scheme (Salary sacrifice/subject to eligibility)