

## Recruitment Pack

### Paramedic Practitioner

0.76 – 1 FTE / 28.5 – 37.5 hours

Permanent

Dear Candidate

I am delighted that you have shown interest in joining our team.

Primary care is changing, and you can be part of that change by joining our Clinical Practitioner team as a Paramedic Practitioner. As a group of 4 GP surgeries and 3 branch sites, Living Well Partnership is both a practice and a PCN. This means we can deliver streamlined medical care and expanding services whilst also maintaining excellent continuity of care.

The Clinical Practitioner team consists of our dedicated Team Lead, ANP's, Trainee ANP's, a Mental Health Practitioner, Physicians Associate, Physiotherapists and an established Paramedic Practitioner. As the team move from strength to strength, under the guidance of our GP Partners, we are now in a position to expand the team with another Paramedic Practitioner.

We are looking for an experienced, qualified, Paramedic Practitioner who is passionate about patient care. Day to day you will provide first point of contact for patients presenting with undifferentiated, undiagnosed problems relating to minor illness or injury, abdominal pains, chest pains and headaches. You will clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly, whilst supporting patients to adopt health promotion strategies that promote healthy lifestyles and apply principles of self-care.

As a training practice we have experience of developing employees and providing supervision, meaning we are able to support candidates who wish to undertake their independent prescribing qualification. Days are busy and varied, but with the support of a close-knit team we have the resources to meet patient demand.

If this is you, please apply now, or get in touch to organise an informal visit of the Partnership with our Recruitment team.

#### To apply

- Provide an up to date cv and a supporting cover letter, detailing how you meet the requirements of the role. candidate for this post
- Indicate your availability for interview
- Specify what hours you are interested in.
- Applications, questions or requests for an informal visit of our Partnership are to be e-mailed to [hiowicb-hsi.livingwell-recruitment@nhs.net](mailto:hiowicb-hsi.livingwell-recruitment@nhs.net)

We look forward to hearing from you.

*Dave Barclay*

Managing Partner (Non-clinical)

## About Living Well

### Our foundations

Living Well Partnership was formed in 2017 following the merger of four GP surgeries and three smaller branch sites. The GP partners, many of whom continue to lead LWP, were brought together by a growing awareness that we could deliver more streamlined medical care by sharing resources rather than operating on a smaller scale as individual practices.

We are delighted that our patients have benefited from faster access to a larger range of services while achieving operational efficiencies behind the scenes.

### Our reach

We care for 38,000 adults and children across the eastern Southampton region. Our seven different sites ensure everyone has local GP access, from the inner city to the rural outskirts.

Our clinical team is made up of 10 GP Partners, as well as 18 Non-Principal GPs including 4 retainers, employed directly by LWP. Our GPs work alongside Advanced Nurse Practitioners, Practice Nurses, Health Care Assistants, Social Prescribers, Care Coordinators and our own in-house Pharmacy team.

### Our vision

The health and well-being of our patients is at the heart of everything we do. Our goal is to provide an accessible, friendly, evidence based and compassionate service. By taking into account an individual's holistic needs we will utilise the correct professionals from our large multi-disciplinary team to address the problem presented. We pride ourselves that we are able to address medical, physical, psychological and social aspects of care.

### Next generation

As a practice that strives for continuing clinical excellence we are passionate about helping to train the next generation of competent clinicians. We are a thriving and progressive training hub supporting physician associates, nurses, HCA's, pharmacy technicians, independent prescribers, medical students, newly qualified doctors and GP registrars through their academic and clinical education.

### Come and join us

We are looking for outstanding Paramedic Practitioner who want to embrace the changes in general practice but value the preservation of continuity. We can accommodate and help you develop skills, and we welcome part-time agile working.

Come and talk to us, come and see what we are doing, come and join us.

## Job description & person specification

Job Title:	Paramedic
Status:	Permanent
FTE:	0.76 – 1 FTE / 28.5 – 37.5 hours
Location:	Practices of Living Well PCN Southampton
Accountable to:	Clinical Practitioner Lead
Team / Function	Clinical Practitioners

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### Overall Aim

Our Paramedics work autonomously within the community at an advanced level of practice, using their enhanced clinical assessment and treatment skills, to provide first point of contact for patients presenting with undifferentiated, undiagnosed problems relating to minor illness or injury, abdominal pains, chest pains and headaches. They are health professionals who practice at an advanced level having the capability to make sound judgements in the absence of full information and to manage varying degrees of risk when there are complex, competing or ambiguous information or uncertainty.

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### Key responsibilities

#### 1 Service Focus

- 1.1 assess and triage patients, including same day triage, and as appropriate provide definitive treatment or make necessary referrals to other members of the PCN team
- 1.2 advise patients on general healthcare and promote self-management where appropriate, including signposting patients to other community or voluntary services.
- 1.3 be able to:
  - 1.4 perform specialist health checks and reviews
  - 1.5 perform and interpret ECGs; alongside other results as appropriate
  - 1.6 perform investigatory procedures as required
  - 1.7 undertake the collection of pathological specimens including intravenous blood samples, swabs, etc.
  - 1.8 perform investigatory procedures needed by patients and those requested by GPs and the wider PCN
  - 1.9 support the delivery of anticipatory care plans and lead certain community services (e.g. monitoring blood pressure and diabetes risk of elderly patients living in sheltered housing)
  - 1.10 provide an alternative model to urgent and same day home visits for the PCN and undertake clinical audits
  - 1.11 communicate at all levels across PCNs and other organizations, ensuring effective, patient-centered service
  - 1.12 communicate proactively and effectively with all colleagues across the multi-disciplinary team, attending and contributing to meetings as required

- 1.13 collaborate with other members of the PCN including doctors, nurses and other AHPs, accepting referrals and referring to them for specialist care
- 1.14 maintain accurate and contemporaneous health records appropriate to the consultation, ensuring accurate completion of all necessary documentation associated with patient health care and registration with the practice
- 1.15 prescribe, issue and review medications as appropriate following policy, patient group directives, NICE (national) and local clinical guidelines and local care pathways. This will be done in accordance with evidence-based practice and national and practice protocols, and within scope of practice
- 1.16 work with patients in order to support compliance with and adherence to prescribed treatments
- 1.17 provide information and advice on prescribed or over-the-counter medication on medication regimens, side-effects and interactions
- 1.18 assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis, and patients with complex needs
- 1.19 clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly
- 1.20 prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care
- 1.21 diagnose and manage both acute and chronic conditions, integrating both drug- and non-drug-based treatment methods into a management plan
- 1.22 support patients to adopt health promotion strategies that promote healthy lifestyles, and apply principles of self-care

## 2 Quality Requirements

- 2.1 enhance own performance through continuous professional development, keep up to date with current evidence-based practice, and impart own knowledge and skills to PCN colleagues to meet the needs of the service
- 2.2 recognise and work within own competence and professional code of conduct as regulated by the HCPC and College of Paramedics
- 2.3 assess effectiveness of care delivery through self and peer review, benchmarking and formal evaluation
- 2.4 participate in research and utilise the audit cycle as a means of evaluating the quality of the work of self and the team, implementing improvements where required
- 2.5 in partnership with other clinical teams, collaborate on improving the quality of health care responding to local and national policies and initiatives as appropriate

## 3 Administrative Requirements

- 3.1 produce accurate, contemporaneous and complete records of patient consultation, consistent with legislation, policies and procedures
- 3.2 be aware of data protection (GDPR) and confidentiality issues particularly within a PCN
- 3.3 use technology and appropriate software as an aid to management in planning, implementation and monitoring of care, presenting and communicating information

3.4 review and process data using accurate read codes in order to ensure easy and accurate information retrieval for monitoring and audit processes.

#### 4 Supervision

4.1 The postholder will have access to appropriate clinical supervision and an appropriate named individual in the PCN to provide general advice and support on a day to day basis.

#### 5 Health & Safety

5.1 Promote and comply with Health & Safety requirements, regulation and policies in partnership

#### Other duties

- General practice is fast moving and therefore changes in ‘employees’ duties may be necessary from time to time.
- The post holder will be required to undertake other appropriate duties according to the needs of the service, requested by a manager.

#### Travel

- The post holder may be required to conduct home visits and travel to other practices within the Primary Care Network during their working day although this will be kept to a minimum where possible.

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It is a requirement of all staff that they are aware of and follow the Partnership’s policies and procedures, with attention to patient confidentiality, health and safety, Infection Prevention and Control, equality and diversity and patient service excellence. To further your development and knowledge you will be expected to attend training as necessary.

The Partnership reserves the right to amend this role profile as necessary, after consultation with the post holder, to reflect changes in or to the job.

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## Person specification

Element	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>BSc in a training programme approved by the College of Paramedics</li> <li>Health &amp; Care Professions Council (HCPC) registration</li> <li>able to operate at an advanced level of clinical practice</li> <li>Framework for Higher Education Qualification (FHEQ) Level 7 or Scottish Credit and Qualifications Framework (SCOF) Level 11</li> <li>Full UK driving license</li> </ul>	<ul style="list-style-type: none"> <li>Pre-reg MSc in a training programme approved by the College of Paramedics</li> <li>non-medical prescribing qualification</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>experience in managing a designated caseload using theoretical and practical experience, completing assessments, planning, implementing interventions, and evaluating outcomes aligned to care plans</li> <li>working knowledge of Microsoft and GP practice and prescribing data monitoring systems</li> <li>ability to write comprehensive clinical notes, implement and evaluate care plans</li> </ul>	<ul style="list-style-type: none"> <li>working towards advanced clinical practitioner status</li> <li>mentorship or supervisory skills training</li> <li>ability to undertake nails surgery assessments, procedure and post-operative care</li> <li>cognitive behavioural and motivational interviewing approaches / skills</li> </ul>
Analysis skills	<ul style="list-style-type: none"> <li>ability to evidence a sound understanding of the NHS principles and values</li> <li>ability to analyse and interpret complex/ often incomplete information, preempt and evaluate issues, and recommend and appropriate course of action to address the issues</li> </ul>	<ul style="list-style-type: none"> <li>experience of working within a primary care setting</li> <li>evidence of working across organisational boundaries within health and social care</li> <li>independent thinker with good judgement, problem-solving and analytical skills</li> </ul>
Communication	<ul style="list-style-type: none"> <li>excellent interpersonal and organisational skills</li> <li>excellent interpersonal and communication skills, able to influence and persuade others articulating a balanced view and able to constructively question information</li> <li>ability to negotiate effectively</li> <li>build effective relationships with a range of stakeholders which are based on openness, honesty trust and confidence</li> </ul>	<ul style="list-style-type: none"> <li>clear communicator with excellent writing, report writing and presentation skills; capable of constructing and delivering clear ideas and concepts concisely and accurately for diverse audiences</li> <li>evidence of success in efficient and effective project and programme management</li> <li>evidence of inspiring and motivating teams with the ability to communicate passionately, effectively and persuasively across a diverse set of stakeholders</li> </ul>
Personal attributes & abilities	<ul style="list-style-type: none"> <li>strong and inspirational leadership</li> </ul>	<ul style="list-style-type: none"> <li>high degree of personal credibility, emotional intelligence, patience and flexibility</li> </ul>

	<ul style="list-style-type: none"> <li>ability to co-ordinate and prioritise workloads – able to multi-task as well as be self-disciplined and highly motivated</li> </ul>	<ul style="list-style-type: none"> <li>ability to cope with unpredictable situations</li> <li>confident in facilitating and challenging others</li> <li>demonstrates a flexible approach in order to ensure patient care is delivered</li> </ul>
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### Salary & remuneration

Position	Paramedic Practitioner
Normal Work location	Practices of Living Well Partnership
Remuneration	<p>From £48,881 - £50,836 FTE per annum dependent on experience.</p> <p>With active use of independent prescribing qualification in role, a further increase to £54,747 FTE per annum</p>
Hours of work	<p>Full or Part Time</p> <p>28.5 – 37.5 hours per week, over a minimum of 3 days per week, up to 5 days per week.</p> <p>Between the hours of 08.00 – 18.30, as per discussion with the candidate.</p>
Annual Leave	30 days per annum plus bank holidays, pro rata.
Pension	NHS pension scheme with 14.38% employer contributions

If you have any queries, or to arrange an informal visit of our Partnership, please contact the recruitment team on [hiowicb-hsi.livingwell-recruitment@nhs.net](mailto:hiowicb-hsi.livingwell-recruitment@nhs.net)