



# PARAMEDIC (INTEGRATED DEGREE)

## Details of standard

### Occupation summary

**This occupation is found in** healthcare. Paramedics carry out their work in a wide variety of settings, which may include a front-line ambulance, GP surgery, a minor injury/illness centre, in remote medicine or a varied range of other community environments including patients' homes. On successful completion of this apprenticeship standard, including the approved qualification, apprentices would be eligible to apply to the Health and Care Professions Council to register as a Paramedic, which is a protected title. Paramedics work shifts and are required to work in traumatic and stressful situations; the role can be physically and mentally demanding and is often outside in all environmental conditions.

**The broad purpose of the occupation is to** respond to 999 critical emergencies and traumatic situations to deliver high quality and effective pre-hospital clinical care and patient transportation in a safe and timely manner. Paramedics are usually the first to arrive at the scene of an accident or emergency before any other healthcare professional and are required to quickly carry out a risk assessment of the scene then decide on how to best treat the patient. This decision usually includes a diagnostic evaluation of the patient's condition and may include administration of medication before they get to the hospital. Paramedics may also transport patients that are being transferred between hospitals or services. Paramedics use advanced driving skills under emergency and non-emergency driving conditions to respond to and transport emergency and routine calls as required. Paramedics are autonomous practitioners and must meet the 'Standards of Proficiency – Paramedics' and the 'Standards of conduct, performance and ethics' set by the HCPC. They also act in accordance with the organisation's policies, procedures and protocols and always adhere to guidelines and current legislation.

**In their daily work, an employee in this occupation interacts with** a wide range of healthcare professionals such as medical and nursing staff as well as with patients, carers, relatives, and members of the public. They will also work alongside other emergency services like the police and fire and rescue services. A paramedic may work alone or as part of a crew with other paramedics, ambulance technicians and ambulance support workers.

**An employee in this occupation will be responsible for** initiating care and effective treatment to patients in both hospital and pre-hospital environment. Paramedics select and apply skills and equipment

safely and within their level of training, competency and scope of practice. A paramedic is responsible for making clinical decisions and, if appropriate, providing advice to patients, clinicians and other healthcare professionals. Paramedics use high-tech equipment when attending to emergency situations eg defibrillators and are required to maintain the vehicle and equipment and ensure efficient use of medical supplies. A paramedic can administer medicines, intravenous fluids and oxygen. They normally act independently within the bounds of their knowledge and scope of practice, reporting to a more senior colleague as required. They will mentor other staff and may be required to provide supervision.

## **Entry requirements**

Apprentices will have to meet the entry requirements set by the university. They must also have achieved English and maths prior to starting this apprenticeship.

## **Occupation duties**

**DUTY****KSBS**

**Duty 1** Work in line with the Health and Care Professions Council statutory requirements and ethical boundaries

K1 K2 K3 K4 K5 K6 K7 K8

S1 S2 S3 S4 S5 S6 S7

B1 B2 B3 B4 B5 B6

**Duty 2** Drive an ambulance or rapid response vehicle under emergency and non-emergency driving conditions

K9

S8

B1 B2 B3 B4 B5 B6

**Duty 3** Equip and maintain an ambulance or rapid response vehicle under emergency and non-emergency driving conditions

K10 K11 K12 K13

S9 S10 S11 S12

B1 B2 B3 B4 B5 B6

**Duty 4** Communicate effectively with others

K14 K15 K16 K17 K18 K19 K20 K21 K22

S13 S14 S15 S16 S17 S18 S19 S20

B1 B2 B3 B4 B5 B6

**Duty 5** Assess, evaluate, diagnose and manage the clinical and personal requirements of patients and situation

K23 K24 K25 K26 K27

S21 S22 S23 S24 S25

B1 B2 B3 B4 B5 B6

**Duty 6** Provide effective treatment to patients providing the highest standard of clinical and personal care within the pre-hospital environment under emergency and non-emergency driving conditions

K28 K29 K30 K31

S26 S27 S28 S29

B1 B2 B3 B4 B5 B6

**Duty 7** Work effectively as part of a team with other health and social care professionals, other services and agencies

K32 K33 K34 K35 K36 K37

S30 S31 S32 S33

B1 B2 B3 B4 B5 B6

**Duty 8** Use, store and securely dispose of medicines in accordance with current protocols and legislation

K38 K39 K40

S34 S35 S36 S37

B1 B2 B3 B4 B5 B6

**Duty 9** Oversee the health, wellbeing and safety of patients within the legal and ethical boundaries of a paramedic

K41 K42 K43

S38 S39 S40 S41

B1 B2 B3 B4 B5 B6

**Duty 10** Maintain fitness to practice by ensuring own professional and clinical development is sustained

K44 K45 K46 K47 K48 K49

S42 S43 S44 S45 S46 S47 S48

B1 B2 B3 B4 B5 B6

## KSBs

### Knowledge

**K1:** The HCPC regulated standards for paramedics: the 'Standards of Proficiency – Paramedics' and the HCPC 'Standards of Conduct, performance and ethics'

**K2:** The statutory regulation and legislation that inform paramedic practice

**K3:** The principles and practice of gaining consent

**K4:** Data protection and confidentiality in relation to the role of paramedic

**K5:** The principles and practice of risk management, safeguarding and the duty of candour

**K6:** The range of theories and concepts that describe paramedic practice within emergency and urgent care

**K7:** The decision-making processes associated with paramedic practice

**K8:** The role and responsibilities of paramedics and that of other health and social care professionals including delegation and referral protocols

**K9:** Road safety legislation, high speed driving techniques and codes of practice

**K10:** Vehicle safety checks required for ambulances and rapid response vehicles including tyre pressure, oil, water and fuel levels

**K11:** Cleaning and decontamination protocols and processes used in paramedic practice

**K12:** The clinical, diagnostic, invasive and therapeutic equipment and resources required for paramedic practice including relevant safety checks

**K13:** Vehicle, stock and equipment recording and ordering processes and protocols

- K14:** A range of communication methods, strategies, interventions and media used in paramedic practice
- K15:** Verbal and non-verbal cues and how communication should be modified to address and take account of factors such as age, capacity, learning and physical ability and the condition of the patient
- K16:** The protocols and procedures required to ensure timely and efficient contact with the Emergency Operations Centre
- K17:** Various ways of communicating difficult and complex information in potentially challenging circumstances and how to check that it has been understood
- K18:** The importance of a person-centred approach, shared decision-making and the active involvement of the patient in their own care
- K19:** Your own professional accountability to share accurate and timely information with other healthcare professionals and services such as the police, fire service, social care or general practice
- K20:** Current regulation and protocols for recording patient data and the decisions you have taken regarding their care and transfer
- K21:** Reporting and escalation processes relevant to paramedic practice
- K22:** Clinical governance and ways to maintain standards, monitor and improve the quality and cost effectiveness of services provided by your team
- K23:** Own role and that of others in scene and incident management; continuing to develop knowledge as exposed to new third party roles
- K24:** The structure and function of the human body relevant to paramedic practice
- K25:** How paramedic principles are expressed and translated into action through a range of assessment, diagnosis and management approaches
- K26:** The conditions and care requirements frequently encountered in paramedic practice, covering the physiological, psychological and social needs of patients
- K27:** Current evidence-based practice decision-making and how working practices can be adapted or modified to meet the changing needs of the patient and/or environment
- K28:** The relevant course of action, based on a rational decision-making process and clinical safety including critical consideration of personal scope of practice and patient choice
- K29:** The equipment and procedures required to deliver care packages to resuscitate and stabilise patients
- K30:** Decision making processes for initiating, modifying or ceasing treatment or procedures according to the changing needs and condition of the patient
- K31:** Manual handling techniques including consideration of patient and situational needs
- K32:** Clinical leadership theories and strategies

**K33:** Coaching, mentoring, training and teamwork theories and strategies

**K34:** The role of a paramedic and other services in accidents and emergencies, disaster management, major incidents and public health emergencies

**K35:** Referral and transfer of care processes and protocols

**K36:** Principles of a 'duty of care', what this means for a paramedic and why it is important

**K37:** Strategies to promote, exchange and evaluate collaborative working within a multi-professional/disciplinary team

**K38:** Current legislation governing the use of medicines by paramedics

**K39:** Relevant pharmacology and the administration of therapeutic medications, including pharmacodynamics and pharmacokinetics

**K40:** The processes and protocols for medicine management whilst in operation and on the station

**K41:** Infection prevention and control protocols and procedures

**K42:** Health and safety regulations relevant to paramedic practice

**K43:** Security measures relevant to paramedic practice including lone working, vehicle security and safe storage of medication

**K44:** The importance of an evidence-based approach, how to keep up to date with current best-practice and employ critical thinking when making decisions

**K45:** The importance of maintaining currency of knowledge and skills through continuing professional development in line with Health and Care Professions Council requirements

**K46:** The value of critical reflection, research and evidence-based practice and the need to undertake further study to continually improve the service and patient experience through career-long learning

**K47:** The importance of health, well-being, emotional intelligence and resilience for paramedics

**K48:** Quality assurance, audit and ways to continually improve your own clinical and operational performance and that of your team

**K49:** The importance of debriefing and review so that lessons can be addressed ready for future patient safety and management

## Skills

**S1:** Practice autonomously, safely and effectively within the scope of practice and the legal and ethical boundaries of a paramedic

**S2:** Seek informed consent

- S3:** Be responsible and accountable for protecting data, maintaining confidentiality and sharing information in line with organisational policy
- S4:** Keep people safe, minimising risks, raising safeguarding concerns and reporting in line with organisational policy should errors or omissions occur
- S5:** Work within an unpredictable environment to carry out immediate and emergency care as required by the situation and patient
- S6:** Take professional accountability for your own practice and the decisions that you make
- S7:** Recognise the limitations of your own role and when to delegate or refer to others
- S8:** Use advanced driving skills to respond to emergency and routine calls and to safely transfer patients under emergency and non-emergency driving conditions
- S9:** Carry out vehicle checks, to ensure that the vehicle is road worthy, clean and stocked
- S10:** Clean, decontaminate and check equipment and stock to maintain a state of operational readiness
- S11:** Check and prepare diagnostic, invasive and therapeutic equipment
- S12:** Maintain accurate vehicle, stock and equipment records
- S13:** Communicate with patients and others in a professional, compassionate manner using methods, strategies, interventions and media relevant to the intended audience and context
- S14:** Communicate effectively using both written and verbal cues, modifying communication to address and take account of factors such as age, capacity, learning and physical ability and the condition of the patient
- S15:** Maintain regular and timely contact with the Emergency Operations Centre
- S16:** Explain and communicate information that may be complex, emotive or sensitive, maintaining a calm and professional manner to enable patients to make informed decisions and actively engage in their own care where possible
- S17:** Share relevant information in a timely manner with the wider multi-professional team, liaising with other services and giving your professional opinion as required
- S18:** Complete prompt, legible and accurate patient records, accurately recording observations, interventions, therapies and decisions taken, protecting data, maintaining confidentiality and sharing accurate information in line with organisational policy
- S19:** Report and escalate issues, risks and concerns in line with organisational policy
- S20:** Engage in the quality improvement of the service by sharing data, ideas, patient and colleague feedback in line with organisational policy
- S21:** Assess the scene, situation and environment and carry out risk management and/or mitigation

- S22:** Assess the physical and mental health needs of the patient and the criticality of their condition
- S23:** Diagnose and manage the patient's condition, gaining consent, maintaining dignity and seeking to enhance well-being
- S24:** Apply evidence-informed treatment to currently accepted best practice
- S25:** Use critical problem-solving skills to make clinical decisions, adapting and modifying working practices as required for the patient and/or situation
- S26:** Provide an immediate course of treatment at the scene, in the patient's home or on the way to the hospital or another service providing the highest standard of compassionate clinical care and personal care within the pre-hospital environment
- S27:** Use diagnostic, invasive, therapeutic and surgical equipment and procedures such as ventilation, defibrillation and airway management to resuscitate and stabilise patients
- S28:** Monitor the patient's condition
- S29:** Move and handle patients safely in varied and uncontrolled environments
- S30:** Provide leadership in paramedic care, supervising and training others and acting as a role model
- S31:** Work in partnership with other health and social care professionals and agencies as part of the multi-professional, multi-disciplinary team to manage accidents, emergencies, disasters or incidents
- S32:** Ensure continuous duty of care, monitoring and maintain treatment until the patient is either discharged, referred or transferred to the care of another healthcare professional and agency
- S33:** Co-ordinate inter-professional and inter-disciplinary care, liaising with other services to secure patient-centred care
- S34:** Comply with current legislation on medicines management for paramedics
- S35:** Administer therapeutic medications to patients in the correct way for the patient's condition and situation, recognising, recording and monitoring the effects
- S36:** Check supplies, request and dispose of medicines in line with organisational policy
- S37:** Ensure medicines are always stored securely when in operation and when at the station
- S38:** Apply infection prevention and control measures in line with organisational policy
- S39:** Adhere to current best practice for ensuring the health and safety of patients, self and others and relevant to the type of incident and location
- S40:** Ensure that the vehicle and contents are secure at all times
- S41:** Secure and keep safe patient's property and/or belongings during treatment and transfer

**S42:** Make evidence-based decisions, thinking critically and drawing on experience in all situations

**S43:** Participate in continuous professional development and maintain a CPD portfolio

**S44:** Proactively seek and respond to feedback to improve own knowledge and skills and to improve the service and patient experience

**S45:** Monitor and evaluate the impact of your daily work on your own health, well-being, emotional intelligence and resilience and that of your team showing an awareness of your own responses to external stimulus

**S46:** Reflect on judgements and decisions taken in routine, complex and challenging situations by yourself and your team seeking to continually improve performance

**S47:** Objectively consider, evaluate and interpret information, actively monitoring and managing performance continually across a diverse range of situations

**S48:** Participate in de-briefings and reviews as required by the role, incident and situation

## Behaviours

**B1:** Treat people with dignity

**B2:** Respect individual's diversity, beliefs, culture, needs, values, privacy and preferences

**B3:** Show respect and empathy for patients, their families and carers and those you work with

**B4:** Be adaptable, reliable and consistent

**B5:** Have the courage to challenge areas of concern

**B6:** Recognise and act within the limits of own competence seeking advice when needed

## Qualifications

### English & Maths

Apprentices without level 2 English and maths will need to achieve this level prior to taking the End-Point Assessment. For those with an education, health and care plan or a legacy statement, the apprenticeship's English and maths minimum requirement is Entry Level 3. A British Sign Language (BSL) qualification is an alternative to the English qualification for those whose primary language is BSL.

### Other mandatory qualifications

#### Health and Care Professions Council approved BSc (Hons) Paramedic

Level: 6 (integrated degree)

#### L7 qualification approved by the HCPC where the apprentice already holds a Level 6 degree

Level: 7 (integrated degree)

**Level 3 Certificate in Emergency Response Ambulance Driving Course. This is an Ofqual qualification and is the only mandated qualification that meets regulatory requirements. Individuals would have to complete the Level 3 Certificate in Emergency Response Ambulance Driving Course unless they have already passed either the legacy Institute of Health Care Development (IHCD) Driver training programme or Chief Ambulance Officer approved internal programmes with high speed driving component where candidates can demonstrate current and relevant driving experience. Previous driver training programmes must meet the criteria set out by the Department for Transport for high speed driving in the Road Safety Act.**

Level: 3

## Professional recognition

### Additional details

#### Regulated Standard

This is a Regulated occupation.

#### Regulator Body:

Health and Care Professions Council

Training Provider must be approved by regulator body

EPAO must be approved by regulator body

#### Occupational Level:

6

#### Duration (months):

36

#### Review

This apprenticeship standard will be reviewed after three years

#### Find an apprenticeship

## Version log

VERSION	CHANGE DETAIL	EARLIEST START DATE	LATEST START DATE	LATEST END DATE
1.2	Approved for delivery	19/11/2020	Not set	Not set
1.1	Standard revised.	19/11/2020	18/02/2021	Not set
1.0	Retired	08/08/2018	18/11/2020	Not set