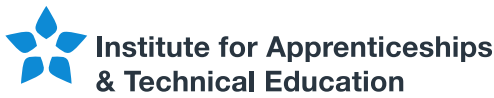




PARAMEDIC



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 people's 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 may 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, delivering 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 person. 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 people in both hospital and pre-hospital environments. 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 (e.g. 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.

Typical job titles include:

Paramedic

Entry requirements

Apprentices will have to meet the entry requirements set by the university. They must also have achieved Level 2 English and maths prior to starting this apprenticeship.

Occupation duties

DUTY

Duty 1 Practise safely and effectively within the scope of practice and within the legal and ethical boundaries of the profession.

Duty 2 Look after own health and wellbeing, seeking appropriate support where necessary.

Duty 3 Practise as an autonomous professional, exercising professional judgement.

Duty 4 Practise in a non-discriminatory and inclusive manner recognising the impact of culture, equality and diversity.

Duty 5 Communicate effectively, maintaining confidentiality and records appropriately.

Duty 6 Work with others.

Duty 7 Reflect on, review and assure the quality of own practice.

Duty 8 Draw on appropriate knowledge and skills to inform practice and apply the key concepts of the knowledge base relevant to the profession.

Duty 9 Establish and maintain a safe practice environment.

Duty 10 Promote public health and prevent ill health.

KSBS

K1 K2 K3 K4 K5 K6 K7 K8 K9

S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S11 S12
S13 S14

B4 B5 B6

K10 K11 K12

S15 S16

K13 K14 K15 K16

S17 S18 S19 S20 S21 S22 S23 S24 S25

S26 S27 S28

B1 B2

K17 K18 K19 K20 K21 K22 K23

S29 S30 S31 S32 S33 S34 S35 S36 S37
S38

B3

K24 K25 K26 K27 K28

S39 S40 S41 S42 S43 S44 S45

K29 K30 K31

S46 S47 S48 S49 S50

K32 K33 K34 K35 K36 K37 K38 K39 K40
K41 K42 K43 K44 K45 K46 K47 K48 K49
K50

S51 S52 S53 S54 S55 S56 S57 S58 S59
S60 S61 S62 S63 S64 S65

K51 K52 K53 K54 K55 K56

S66 S67 S68 S69 S70 S71 S72

K57 K58

S73 S74

Duty 11 Drive an ambulance or rapid response vehicle under emergency and non-emergency driving conditions.

K59 K60 K61

S75 S76

KSBs

Knowledge

K1: The importance of continuing professional development throughout own career.

K2: The importance of safeguarding, signs of abuse and relevant safeguarding processes.

K3: What is required by the Health and Care Professions Council, including but not limited to the Standards of conduct, performance and ethics.

K4: The importance of valid consent.

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

K6: The importance of capacity in the context of delivering care and treatment.

K7: The scope of a professional duty of care, and how to exercise that duty.

K8: Legislation, policies and guidance relevant to own profession and scope of practice.

K9: The criteria required for making a self-referral and when to proceed.

K10: The importance of own mental and physical health and wellbeing strategies in maintaining fitness to practise.

K11: how to take appropriate action if own health may affect own ability to practise safely and effectively, including seeking help and support when necessary.

K12: The need for active participation in training, supervision and mentoring in supporting high standards of practice, and personal and professional conduct, and the importance of demonstrating this in practice.

K13: Equality legislation and how to apply it to own practice.

K14: The duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in own and others' practice.

K15: The characteristics and consequences of barriers to inclusion, including for socially isolated groups.

K16: How regard to equality, diversity and inclusion needs to be embedded in the application of all HCPC standards and across all areas of practice.

K17: When disclosure of confidential information may be required.

K18: The principles of information and data governance and the safe and effective use of health, social care and other relevant information.

K19: The need to ensure confidentiality is maintained in all situations in which service users rely on additional communication support, such as interpreters or translators.

- K20:** Recognise that the concepts of confidentiality and informed consent extend to all mediums, including illustrative clinical records such as photography, video and audio recordings and digital platforms.
- K21:** The characteristics and consequences of verbal and non-verbal communication and recognise how these can be affected by difference of any kind including, but not limited to, protected characteristics, intersectional experiences and cultural differences.
- K22:** The need to support the communication needs of service users and carers, such as through the use of an appropriate interpreter.
- K23:** The need to provide service users or people acting on own behalf with the information necessary in accessible formats to enable them to make informed decisions.
- K24:** Recognise the principles and practices of other health and care professionals and systems and how they interact with own profession.
- K25:** The need to build and sustain professional relationships as both an autonomous practitioner and collaboratively as a member of a team.
- K26:** The qualities, behaviours and benefits of leadership.
- K27:** Recognise that leadership is a skill all professionals can demonstrate.
- K28:** The need to engage service users and carers in planning and evaluating diagnostics, and therapeutic interventions to meet own needs and goals.
- K29:** The value of reflective practice and the need to record the outcome of such reflection to support continuous improvement.
- K30:** The value of multi-disciplinary reviews, case conferences and other methods of review.
- K31:** The value of gathering and using data for quality assurance and improvement programmes.
- K32:** The structure and function of the human body, together with knowledge of physical and mental health, disease, disorder and dysfunction relevant to the profession.
- K33:** The roles of other professions in health and social care and how they may relate to the role of paramedic.
- K34:** The structure and function of health and social care systems and services in the UK.
- K35:** The theoretical basis of, and the variety of approaches to, assessment and intervention.
- K36:** Human anatomy and physiology and development across the lifespan, sufficient to recognise the nature and effects of injury or illness, and to conduct assessment and observation in order to form a differential diagnosis and establish service user management strategies.
- K37:** The following aspects of biological science:- disease and trauma processes and how to apply this knowledge to develop appropriate treatment plans for the service user's care- how the application of paramedic practice may cause physiological and behavioural change- human anatomy and physiology, especially the dynamic relationships of human structure and function and the musculoskeletal, cardiovascular, respiratory, digestive, endocrine, urinary, reproductive, integumentary and nervous systems- human growth and development across the lifespan- normal and altered anatomy and physiology throughout the human lifespan- relevant physiological parameters and how to interpret

changes from the norm– the factors influencing individual variations in human ability and health function– the main classes of pathogenic microorganisms, the spread of infection and the use of universal precautions– the main sequential stages of normal development, including cognitive, emotional and social measures of maturation through the human lifespan.

K38: The following aspects of physical science:– principles and theories of physics, biomechanics, electronics and ergonomics that can be applied to paramedic practice– scientific units of measurement acquired in clinical and healthcare practice and the principles of analysis and interpretation– the means by which the physical sciences can inform the understanding and analysis of information used to determine a diagnosis– the pathophysiological changes to normal homeostatic function and its implications– the principles and application of measurement techniques based on biomechanics and electrophysiology.

K39: The following aspects of sociological, health and behavioural science:– how aspects of sociology, health and behavioural sciences are fundamental to the role of the paramedic in developing and maintaining effective relationships – how sociology can inform an understanding of physical and mental health, illness and healthcare in the context of paramedic practice.

K40: The following aspects of clinical science:– pathological changes and related clinical features of conditions encountered in emergency and urgent care and primary and community care– physiological, pharmacological, structural, behavioural and functional changes in service user presentation– principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective paramedic practice– the theoretical basis of assessment, clinical decision making and appropriate treatment plans, along with the scientific evaluation of their effectiveness– the theories supporting problem solving and clinical reasoning.

K41: The pharmacological principles applied to healthcare which include pharmacodynamics and pharmacokinetics and apply to those medicines utilised by paramedics to treat service users.–the role of pain management, its complexity and the importance of robust approaches using both pharmacological and pharmacological strategies–the analysis of polypharmacy, evaluating pharmacological interactions and the impact upon mental wellbeing and healthcare provision.–recognise adverse drug reactions and manage appropriately, including reporting as required.

K42: Human development and the main sequential stages of normal development, including cognitive, emotional and social measures of maturation through the human lifespan.– human growth and development including factors influencing individual variations in human ability and health status–how variation influences susceptibility to disease, injury and responses to treatment across the lifespan– the role of nutrition in promoting health and illness across the lifespan– the fundamentals of genetics.

K43: The effects of psychological factors on health and illness and the impact of culture on illness –the contribution of behavioural factors in health and illness – basic knowledge of the key theories of behavioural change to include the principles of cognitive behavioural therapy and motivational interviewing.

K44: Social determinants of health, including inequality and factors contributing to the needs of different social groups, and the factors that influence an individual in health and illness.– how sociological, health and behavioural sciences are fundamental to the role of the paramedic in developing and maintaining effective relationships –how sociology can inform an understanding of physical and mental health, illness and healthcare in the context of paramedic practice.

K45: A range of research methodologies relevant to own role.

K46: The value of research to the critical evaluation of practice.

- K47:** The theories and science that underpin the theory and principles of paramedic practice.
- K48:** The indications and contra-indications of using specific paramedic techniques in emergency and urgent care and primary and community care, including their limitations and modifications.
- K49:** How to select or modify approaches to meet the needs of service users, their relatives and carers, when presented in the emergency and urgent care environment.
- K50:** The need to consider the assessment of both the health and psycho-social care needs of service users and carers.
- K51:** The need to maintain the safety of themselves and others, including service users, carers and colleagues.
- K52:** Relevant health and safety legislation and local operational procedures and policies.
- K53:** Appropriate moving and handling techniques.
- K54:** The responsibilities of the paramedic in responding to hazardous or major incidents, including public health emergencies.
- K55:** The use and importance of effective communication in major incidents.
- K56:** The need for business continuity, escalation and resilience plans.
- K57:** The role of the profession in health promotion, health education and preventing ill health.
- K58:** How social, economic and environmental factors, wider determinants of health, can influence a person's health and well-being.
- K59:** Road safety legislation, high speed driving techniques and codes of practice.
- K60:** Vehicle safety checks required for ambulances and rapid response vehicles including tyre pressure, oil, water and fuel levels.
- K61:** Vehicle, stock and equipment recording and ordering processes and protocols.

Skills

- S1:** Identify the limits of their practice and when to seek advice or refer to another professional or service.
- S2:** Recognise the need to manage own workload and resources safely and effectively, including managing the emotional burden that comes with working in a pressured environment.
- S3:** Keep own skills and knowledge up to date.
- S4:** Use a range of integrated skills and self-awareness to manage clinical challenges independently and effectively in unfamiliar and unpredictable circumstances or situations.
- S5:** Engage in safeguarding processes where necessary.
- S6:** Work safely in challenging and unpredictable environments, including taking appropriate action to assess and manage risks to themselves and service users and carers.
- S7:** Maintain high standards of personal and professional conduct.

- S8:** Promote and protect the service user's interests at all times.
- S9:** Respect and uphold the rights, dignity, values, and autonomy of service users, including own role in the assessment, diagnostic, treatment and/or therapeutic process.
- S10:** Recognise that relationships with service users, carers and others should be based on mutual respect and trust, and maintain high standards of care in all circumstances.
- S11:** Obtain valid consent, which is voluntary and informed, has due regard to capacity, is proportionate to the circumstances and is appropriately documented.
- S12:** Apply legislation, policies and guidance relevant to own profession and scope of practice.
- S13:** Recognise the power imbalance which comes with being a health care professional, and ensure it is not for personal gain.
- S14:** Practise in accordance with current legislation governing the use of medicines by paramedics.
- S15:** Identify own anxiety and stress and recognise the potential impact on own practice.
- S16:** Develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment.
- S17:** Recognise that they are personally responsible for, and must be able to, justify their decisions and actions.
- S18:** Use own skills, knowledge and experience, and the information available, to make informed decisions and / or take action where necessary.
- S19:** Make reasoned decisions to initiate, continue, modify or cease treatment or the use of techniques or procedures, and record the decisions and reasoning appropriately.
- S20:** Make and receive appropriate referrals, where necessary.
- S21:** Exercise personal initiative.
- S22:** Demonstrate a logical and systematic approach to problem solving.
- S23:** Use research, reasoning and problem-solving skills when determining appropriate actions.
- S24:** Use a range of integrated skills and self-awareness to manage clinical challenges effectively in unfamiliar and unpredictable circumstances or situations.
- S25:** Make decisions about the most appropriate care pathways for service users and refer service users appropriately.
- S26:** Respond appropriately to the needs of all different groups and individuals in practice, recognising this can be affected by difference of any kind including, but not limited to, protected characteristics, intersectional experiences and cultural differences.
- S27:** Recognise the potential impact of own values, beliefs and personal biases, which may be unconscious, on practice and take personal action to ensure all service users and carers are treated appropriately with respect and dignity.
- S28:** Actively challenge barriers to inclusion, supporting the implementation of change wherever possible.

S29: Adhere to the professional duty of confidentiality.

S30: Respond in a timely manner to situations where it is necessary to share information to safeguard service users, carers and/or the wider public and recognise situations where it is necessary to share information to safeguard service users, carers and/or the wider public.

S31: Use effective and appropriate verbal and non-verbal skills to communicate with service users, carers, colleagues and others.

S32: Communicate in English to the required standard for the profession.

S33: Work with service users and/or own carers to facilitate the service user's preferred role in decision-making, and provide service users and carers with the information they may need where appropriate.

S34: Modify own means of communication to address the individual communication needs and preferences of service users and carers, and remove any barriers to communication where possible.

S35: Use information, communication and digital technologies appropriate to own practice.

S36: Keep full, clear and accurate records in accordance with applicable legislation, protocols and guidelines.

S37: Manage records and all other information in accordance with applicable legislation, protocols and guidelines.

S38: Use digital record keeping tools, where required.

S39: Work in partnership with service users, carers, colleagues and others.

S40: Contribute effectively to work undertaken as part of a multi-disciplinary team.

S41: Identify anxiety and stress in service users, carers and colleagues, adapting own practice and providing support where appropriate.

S42: Identify own leadership qualities, behaviours and approaches, taking into account the importance of equality, diversity and inclusion.

S43: Demonstrate leadership behaviours appropriate to own practice.

S44: Act as a role model for others.

S45: Promote and engage in the learning of others.

S46: Engage in evidence-based practice.

S47: Gather and use feedback and information, including qualitative and quantitative data, to evaluate the responses of service users to own care.

S48: Monitor and systematically evaluate the quality of practice, and maintain an effective quality management and quality assurance process working towards continual improvement.

S49: Participate in quality management, including quality control, quality assurance, clinical governance and the use of appropriate outcome measures.

- S50:** Evaluate care plans or intervention plans using recognised and appropriate outcome measures, in conjunction with the service user where possible, and revise the plans as necessary.
- S51:** Demonstrate awareness of the principles and applications of scientific enquiry, including the evaluation of treatment efficacy and the research process.
- S52:** Change own practice as needed to take account of new developments, technologies and changing contexts.
- S53:** Gather appropriate information.
- S54:** Analyse and critically evaluate the information collected.
- S55:** Select and use appropriate assessment techniques and equipment.
- S56:** Undertake and record a thorough, sensitive, and detailed assessment.
- S57:** Undertake or arrange investigations as appropriate.
- S58:** Conduct appropriate assessment or monitoring procedures, treatment, therapy or other actions safely and effectively.
- S59:** Critically evaluate research and other evidence to inform own practice.
- S60:** Engage service users in research as appropriate.
- S61:** Ensure decision-making is supported by effective safety netting.
- S62:** Modify and adapt practice to meet the clinical needs of service users within the emergency and urgent care environment.
- S63:** Formulate specific and appropriate management plans including the setting of appropriate timescales.
- S64:** Conduct a thorough and detailed physical examination of the service user using appropriate skills to inform clinical reasoning and guide the formulation of a differential diagnosis across all age ranges.
- S65:** Use observation to gather information about the functional abilities of service users, how this affects the management of patients and the appropriate patient care pathways.
- S66:** Work safely, including being able to select appropriate hazard control and risk management, reduction or elimination techniques in a safe manner and in accordance with health and safety legislation.
- S67:** Demonstrate awareness of relevant health and safety legislation and comply with all local operational procedures and policies.
- S68:** Select appropriate personal protective equipment and use it correctly.
- S69:** Establish safe environments for practice, which appropriately manages risk.
- S70:** Apply appropriate moving and handling techniques.
- S71:** Be prepared for the responsibilities of the paramedic in responding to hazardous or major incidents, including public health emergencies.

S72: Establish and run a triage system.

S73: Empower and enable individuals, including service users and colleagues, to play a part in managing own health.

S74: Engage in occupational health, including being aware of immunisation requirements.

S75: Use advanced driving skills to respond to emergency and routine calls and to safely transfer patients under emergency and non-emergency driving conditions.

S76: Carry out vehicle checks, to ensure that the vehicle is road worthy, clean and stocked.

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, 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 and 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

Example progression routes

Enhanced clinical practitioner

Advanced clinical practitioner (integrated degree)

Version log

VERSION	CHANGE DETAIL	EARLIEST START DATE	LATEST START DATE	LATEST END DATE
1.3	Standard, end-point assessment plan and funding band revised.	01/09/2023	Not set	Not set
1.2	End-point assessment plan revised. Funding band revision published 19 August 2021.	19/02/2021	31/08/2023	Not set
1.1	Standard revised	19/11/2020	18/02/2021	Not set
1.0	Approved for delivery	08/08/2018	18/11/2020	Not set

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