

TOTTON PRIMARY CARE NETWORK

JOB TITLE:	Primary Care First Contact Paramedic
Salary:	From £43,742 depending on experience
Term:	Full Time, Permanent
Location:	The Paramedic will work across the Totton Practices and PCN Hub
Supervision:	Supervision will be provided by a nominated GP
Hours of Work:	Core hours will be between 8.00 – 18.00 Monday to Friday. (Some evening and weekend hours may be agreed on a rota basis to cover Enhanced Access)

JOB SUMMARY

We have an exciting opportunity for an experienced paramedic to join our established Primary Care Network (PCN). We serve the people of Totton and surrounding areas, including Ashurst and Marchwood, with a population of approximately 37,000 patients. We are an expanding and progressive organisation with excellent patient care as our central value.

With extensive experience of seeing unwell patients in their own homes and the ability to work autonomously and independently, the FCP Paramedic will form a core part of our home visiting service and urgent care team.

The post holder will work independently across all PCN sites with primary duties including provision of a home visiting service and potential to provide same day urgent care appointments. Additionally, there is scope to provide chronic disease management and routine work dependant on need and candidate interest. Support, supervision and additional training will be provided where necessary to achieve this.

Ideally the preferred candidate will have completed their FCP qualification. Consideration will be given to a candidate who meets the requirements to join a university led FCP course and we have an established training team who will support the completion of the qualification. A candidate who has not completed the course will be paid a reduced salary until the qualification is completed.

Key duties and responsibilities

1. Perform urgent and same day home visits as required.
2. Work alongside the multi-disciplinary teams to provide urgent and routine appointments within the surgeries, providing triage when required.
3. As appropriate, provide definitive treatment or make necessary referrals to other members of the PCN or Practice teams
4. Advise patients on general healthcare and promote self-management where appropriate, including signposting patients to other community or voluntary services
5. Be able to
 - a. Perform specialist health checks and reviews
 - b. Undertake the collection of pathological specimens including intravenous blood samples, swabs etc
 - c. Perform investigatory procedures needed by patients and those request by GPs and the wider PCN
 - d. Interpret results as necessary
6. Support the delivery of anticipatory care plans and lead certain community services
7. Communicate at all levels across PCNs and other organisations, ensuring effective, patient centred service
8. Communicate proactively and effectively with all colleagues across the multi-disciplinary team, attending and contributing to meetings as required.
9. Collaborate with other members of the PCN including doctors, nurses and other AHPs, accepting referrals and referring to them for specialist care
10. Maintain accurate and contemporaneous health records appropriate to the consultation, ensuring accurate completion of all necessary documentation associate with patient health care and registration with the practice.
11. Review medications 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 the scope of practice.
12. Work with patients to support compliance with and adherence to prescribed treatments
13. Provide information and advice on prescriber or over-the-counter medication on medication regimens, side-effects and interactions.
14. Assess, diagnose, plan, implement and evaluate treatment / interventions and care for patients presenting with an undifferentiated diagnosis, and patients with complex needs.
15. Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly
16. Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care
17. Diagnose and manage both acute and chronic conditions, integrating both drug and non-drug based treatment methods into a management plan

18. Support patients to adopt health promotion strategies that promote healthy lifestyles, and apply principles of self-care.

Quality Requirements

19. Have completed or be working towards the Paramedic First Contact Practitioner qualification.
20. Enhance their own performance through continuous professional development, keep up to date with current evidence-based practice, impart own knowledge and skills to PCN colleagues to meet the needs of the service
21. Recognise and work within own competence and professional code of conduct as regulated by the HCPC and College of Paramedics
22. Assess effectiveness of care delivery through self and peer review, bench marking and formal evaluation
23. 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
24. Work in partnership with other clinical teams, collaborate on improving the quality of health care responding to local and national policies and initiatives as appropriate.

Administrative requirements

25. Produce accurate, contemporaneous and complete records of patient consultation, consistent with legislation, policies and procedures
26. Be aware of data protection (GDPR) and confidentiality issues particularly within a PCN
27. Use technology and appropriate software as an aid to management in planning, implementation and monitoring of care, presenting and communicating information
28. Review and process data using accurate read codes, to ensure easy and accurate information retrieval for monitoring and audit processes.

Supervision

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.

Person Specification

Element	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • BSc or Diploma in Paramedicine, or equivalent experience • Health & Care Professions Council (HCPC) registration • Qualified for 5 years as a Paramedic • Full UK driving license with access to own vehicle (additional expenses to be reimbursed) 	<ul style="list-style-type: none"> • Have completed or be working towards the paramedic first contact practitioner qualification.
Knowledge	<ul style="list-style-type: none"> • Be able to operate at an advanced level of clinical practice. • Experience in managing a designated caseload using theoretical and practical experience, completing assessments, planning, implementing interventions, and evaluating outcomes aligned to care plans • Working knowledge of Microsoft GP practice systems including Emis and prescribing data monitoring systems • Ability to write comprehensive clinical notes, implement and evaluate care plans 	<ul style="list-style-type: none"> • Previous primary care experience and completion of Urgent Care or Minor Illness / Injury Level 6 study • Evidence working within a primary care setting • Evidence of working across organisational boundaries within health and social care
Analysis Skills	<ul style="list-style-type: none"> • Ability to evidence a sound understanding of the NHS principles and values • Ability to analyse and interpret complex/ often incomplete information, pre-empt, and evaluate issues, and recommend and appropriate course of action to address the issues 	<ul style="list-style-type: none"> • Independent thinker with good judgement, problem-solving and analytical skills
Communication	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills, able to influence and persuade others articulating a balanced view and able to constructively question information • Ability to negotiate effectively • Respect confidentiality 	

	<ul style="list-style-type: none"> • Build effective relationships with a range of stakeholders which are based on openness, honesty trust and confidence 	
<p>Personal Attributes and Abilities</p>	<ul style="list-style-type: none"> • Effective team player and self-motivated • Ability to co-ordinate and prioritise workloads • Ability to cope with unpredictable situations • Able to multi-task as well as be self-disciplined and highly motivated • Demonstrates a flexible approach to ensure patient care is delivered 	<ul style="list-style-type: none"> • High degree of personal credibility, emotional intelligence, patience and flexibility • Strong and inspirational leadership • Confident in facilitating and challenging others