

SCOTTISH AMBULANCE SERVICE

JOB DESCRIPTION

Job Title: Lead Consultant Paramedic

Reporting To: Medical Director

Department(s)/Location: Clinical Directorate

Job Reference number (coded):

The Scottish Ambulance Service provides a national emergency, urgent and scheduled care service to every community in Scotland.

SAS employs over 5000 staff and responds to over a million requests for assistance annually. Clinical care is provided and co-ordinated from three Ambulance Control Centres. Major incident response is co-ordinated from a National Command and Control Facility and we provide paramedic and medical primary critical and emergency care. Over recent times the paramedic profession has grown as an entity and, as the youngest AHP, is well placed for further role development.

Fundamental to the success of SAS is clinical quality. Leadership at all levels is vital, and a particular requirement for high quality strategic paramedic leadership has been identified. This will be particularly necessary to co-ordinate the activities of the clinical team including Consultant Paramedics, and to align clinical operational and strategy support functions. This post holder will have the crucial role of leading across a range of work streams and enabling the success of SAS strategic vision.

1. JOB PURPOSE

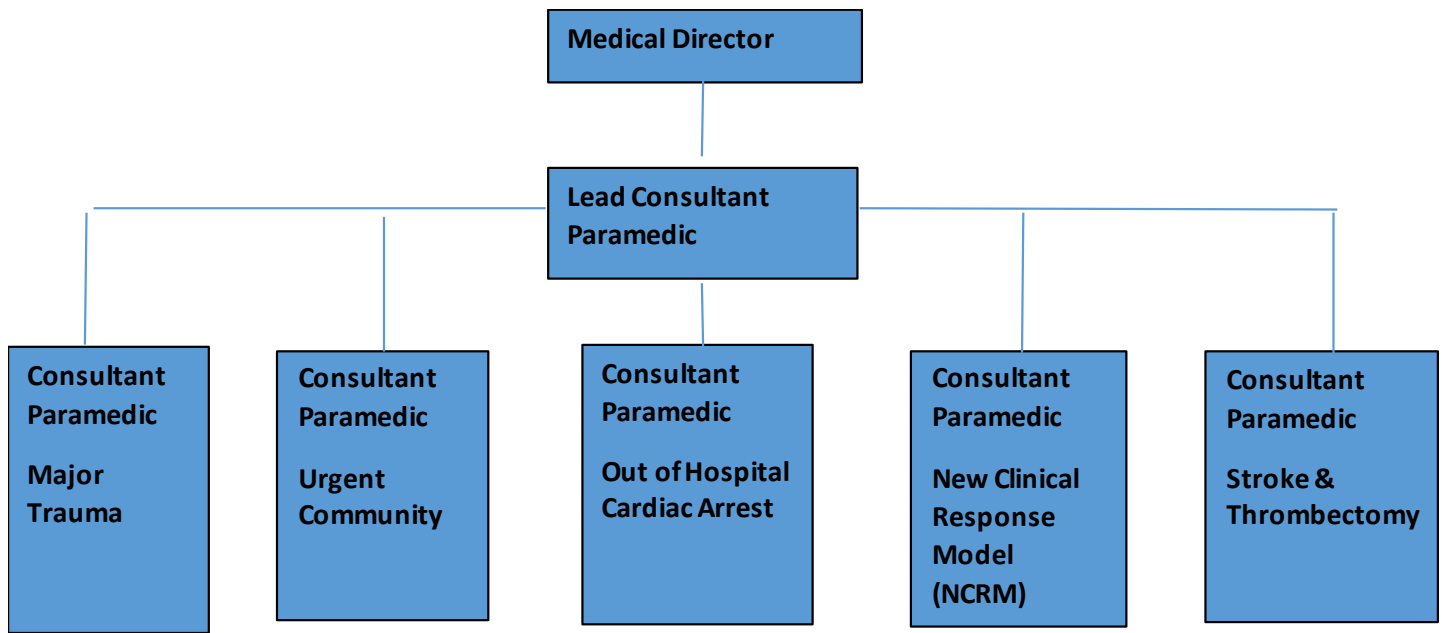
The primary role of the Lead Consultant Paramedic is to ensure the highest quality of patient care via strategic leadership, policy development and the implementation of strong clinical leadership throughout the organisation. Working in partnership with internal and external stakeholders the post holder will be responsible for ensuring that the organisation delivers the highest standard of clinical care and that all targets and objectives are met in line with national and local standards.

Of particular importance is clinical leadership in shaping and delivering across all aspects of SAS Strategy.

The Lead Consultant Paramedic will represent SAS on a national basis at various forums. Deputising for and advising the Medical Director when required. The Lead Consultant Paramedic, personally and in line managing others within the Clinical Directorate, will ensure a senior clinical presence is maintained across the relevant business areas of the organisation.

The Lead Consultant Paramedic will contribute and advise the strategic leadership of the organisation through the reporting of progress against clinical objectives, professional leadership and consultation.

2. ORGANISATIONAL POSITION



3. DIMENSIONS

- Provide paramedical leadership at the highest level in the organisation, in order to meet the strategic and operational requirements of SAS.
- To line manage the team of Consultant Paramedics and others as indicated to ensure that their various work streams are aligned and delivered to ensure the success of SAS Strategic direction and plans.
- To drive forward the development of paramedic practice, in emergency / critical and urgent care scenarios.
- Working within the Clinical Directorate, to ensure that there are highly functioning relationships with other sectors within SAS to ensure that the organisations strategic and operational objectives are achieved.
- Support the Medical Director in ensuring that all SAS clinical systems, processes and guidance are fit for purpose and ensure the delivery of safe and effective care.
- To work closely with the Medical and Associate Medical Directors to ensure that strategic and day to day operational functions are effectively aligned and that, at all times, safe and effective patient care is the priority.
- To work closely with Scottish Government and other vital stakeholders to realise SAS aims and objectives.
- To represent SAS at local, national and international forums as required and to be a tireless advocate for quality patient care.
- To ensure that the SAS Clinical Directorate enables high quality education and CPD for staff. This will involve close working with the education and Training Department, but also the development of novel approaches to CPD and a blended approach to learning.
- Provide professional clinical advice and support to clinicians working within the Scottish Ambulance Service and the wider health and social care community
- Provision of direct / indirect patient care within the organisation
- Support and lead the development of systems to monitor and improve clinical quality in the

organisation in line with clinical governance and risk assessment frameworks.

- To demonstrate a QI-enabled approach to service change and development.

4. MAIN DUTIES/RESPONSIBILITIES

EXPERT CLINICAL PRACTICE FUNCTION

- To work across healthcare and emergency service sectors in partnership with other professionals in order to lead the development, alongside the Head of Clinical Governance and Patient Safety, of appropriate evidence-based care pathways, protocol, policies and clinical guidelines of care.
- Provide expert clinical advice and support to practitioners in relation to clinical decision making through both face to face contact and remote contact.
- To assess and treat a wide spectrum of conditions utilising relevant evidence based treatment programmes. Develop practice in the interest of patients, which involve other practitioners, when this is likely to improve health outcomes. These duties embrace the full spectrum of current and planned clinical service provision.
- Make specific interventions based on evidence and which are appropriate. Assess needs, confer and refer where indicated. Interventions will include management and performance of recognised emergency procedures including those appropriate to both urgent and emergency / critical care cases
- Actively monitor and evaluate the effectiveness of current therapeutic procedures and integrate different aspects to practice to improve outcomes for patients. This should include both qualitative and quantitative analysis, providing information and reporting as appropriate.
- Continually demonstrate expert practice providing inspirational and act as a role model in SAS, demonstrating the highest degree of personal professional autonomy showing commitment to development and lifelong learning.
- Work in partnership with others, delegating aspects to optimise health/care outcomes and resource use and providing appropriate support to patient.

RESEARCH AND EDUCATION FUNCTION

- Work collaboratively within the Scottish Ambulance Service, NHS Scotland and other agencies to develop and support education and research initiatives.
- Influence the research community agenda identifying key areas of research interest
- Develop effective links with Higher Educational Institutions, to develop education and research which meets the needs of patients and practitioners relating to cardiac arrest
- Work collaboratively with a range of stakeholders to develop research proposals and opportunities
- Utilise the findings from research to inform, enhance and develop clinical practice
- Develop and establish clinical and multi-agency networks across Scotland, UK Ambulance Services and other relevant organisations across the UK and beyond that will enable best clinical practice to be identified and shared
- Co-ordinate, implement and evaluate research and development activity.

PROFESSIONAL LEADERSHIP AND CONSULTANCY FUNCTION

- Demonstrate, promote and develop visible leadership across the SAS, ensuring that NHS Scotland Leadership values and clinical leadership are highly visible

- Take a lead role in the development of SAS clinical care and enable the effective clinical supervision of care and treatment provided by SAS clinicians.
- Ensure representation of SAS at national level at various groups and forums including AHP, QI, Patient Safety and ACE groups.
- Improve practice and health outcomes so that they are consistent with national and international standards through managing and facilitating change in ways which are effective.
- Contribute to the wider development of their area of practice, through publishing and disseminating developments in the interests of patients, clients and carers.
- Act as an expert resource by offering appropriate advice to their own and other professions on care practices, delivery and service development.
- Develop high performing teams who are held to account in terms of delivery and clinical outcomes, in particular the Clinical Team of Consultant Paramedics
- Challenge professional and organisational boundaries in the interests of patients and carers to improve care outcomes.
- At all times to place patient safety at the centre of SAS activity. Generate new solutions, which will best meet the needs of patients and clients through thinking laterally about their own and others' practice, the design of the organisation and systems of work.
- Identify clinical risks, safety issues, poor effectiveness and poor outcomes and contribute to improvements
- To contribute to SAS strategies for Clinical Governance in line with SAS policy.
- To manage, develop and appraise senior clinicians in accordance with the SAS performance management policies and procedures.
- As a member of the Clinical Directorate, positively contribute to the delivery of the Medical Director and team's objectives.
- As the Lead Paramedic for the organisation, there is an defined requirement to lead upon the development of extended paramedic practice through role development and the creation of a clear and inspirational career framework.

STRATEGIC LEADERSHIP AND SERVICE DEVELOPMENT FUNCTION

- Provide clinical leadership in shaping and delivering across all aspects of SAS Strategies and Plans. Ensuring the delivery of all clinical elements of work streams that feed into groups accountable for the delivery of the strategy, and ensuring that reporting ensures corporate oversight of progress on delivery.
- Monitor and review the clinical performance of SAS using vision to deliver redesigned services where necessary.
- Formulating plans and strategies for implementation of improvements in clinical care at all levels and demonstrating impact across the whole organisation.
- Produce and use highly complex, sensitive and/or contentious information to shape, influence and inform SAS strategy through effective communication skills.
- Accountable for the development and implantation of long-term strategies and policies to improve patient care and both emergency and urgent service delivery
- Take a lead role and possess corporate responsibility for the development of patient care pathways based on the latest evidence which allow best practice and equity of care for all patients.
- Ensure the ethical and moral dimensions of SAS clinical practice are adhered to.
- Take a lead role in ensuring the robust evaluation and research of equipment used in the delivery of clinical care.
- Identify and develop quality measures to ensure the highest standards of service are achieved. Carry out QI initiatives and projects pertinent to the work of SAS, producing reports and recommendations as appropriate.
- Participate in internal/external QI initiatives which identify development needs applicable to the

service as a whole.

- Ensure systems are in place in SAS for clinical leadership including clinical expertise, clinical supervision, mentoring and continuing professional development.
- Where appropriate, review investigations into clinical related complaints and incidents.
- Work with the Medical Director and Associate Medical Directors to:
 - Deliver, in both quantitative and qualitative terms, the activity and targets agreed by the SAS Board.
 - Liaise with directorate colleagues to ensure that activities across SAS are appropriately co-ordinated and integrated.
 - Formulate a departmental budget with the Director of Finance and be responsible for the efficient and effective use of that budget to agreed targets.
 - Establish a working relationship with key stakeholders and external partners including Health Boards, IJBs, wider NHS and Third Sector organisations other UK Ambulance Trusts, and Scottish Government Departments to ensure that the needs of the patients across the service are met.
 - Ensure that systems are in place to deliver accurately and in timely fashion, all statutory information requirements
 - Development of systems to provide clinical information to staff to enable them to contribute to the benchmark and audit their practice so as to improve the patient experience
 - Manage risks within SAS in line with risk management strategies and supporting procedures.
 - Seek opportunities with other statutory organisations such as Police Scotland and SFRS to co-produce new more efficient and effective ways of working
 - Support the delivery of Scotland's new Clinical Strategy

SYSTEMS AND EQUIPMENT

- The post holder is required to use software packages and electronic equipment for word processing, presentations, spreadsheets and databases
- Daily use of laptop/computer for prolonged periods of time (4-5 hours on a daily basis)
- To process and generate up-to-date professional information
- To disseminate information to identified stakeholders
- Understand and navigate the IT systems in use across the organisation, including those used within the Ambulance Control Centre
- Use systems to collate qualitative and quantitative information regarding the evaluation of research.

6. DECISIONS AND JUDGEMENTS

- This role involves working as a senior autonomous leader and practitioner and the ability to self direct their workload
- Lead and direct the work of others in the Clinical Directorate including Consultant Paramedics
- Agree objectives and appraise direct reports including Consultant Paramedics and other direct reports
- Guidance and support from the Medical Director will be provided where required

- Clinically and professionally expected to make autonomous decisions on a daily basis which includes supporting staff in clinical decisions
- Discretion to make decisions regarding patient care within clinical / professional guidelines and as part of the multi-disciplinary team
- Interpret policy and clinical guidelines with regard to the impact of required change to practice for service development
- Judgements may be complex and require analysis, interpretation and comparison of a range of options.

7. COMMUNICATIONS AND RELATIONSHIPS

- Engage with senior colleagues, including SGHD, within SAS, territorial Health Boards, other Statutory agencies and third sector partners
- Communicate and disseminate complex clinical and professional information to paramedics and other healthcare professionals
- Communicate sensitive, complex information to the multi-professional team
- Generate and present reports and updates as necessary
- Actively encourage participation of practitioners in all development and learning situations
- Deliver formal and informal training to healthcare professionals and others, and provide presentations to local, national and international conferences.
- Represent SAS at a variety of national and international forums, at all times supporting the corporate aims of SAS to be a world leader in the provision of all aspects of pre-hospital critical and urgent care.

8. PHYSICAL DEMANDS OF THE JOB

- Critically appraise literature for its effect on practice, policy development and organisational change which requires a high level of prolonged concentration
- Create, write and present reports
- Spend up to 50% of day working on personal computer
- Occasional exposure to distressing or emotional circumstances
- The post holder is required to spend significant amounts of time driving across Scotland at all times of year. This may include driving under emergency conditions as required.

9. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Working as a highly visible leader in a healthcare sector which operates under significant clinical pressure.
- Adopt a senior position, advocating for modernisation of practice that may at times be controversial and

challenging for colleagues, public and politicians.

- Decisions and statements may be subject to scrutiny and challenge, requiring resilience and self awareness.
- Motivate clinical colleagues to a culture of continuous quality improvement
- Maintaining own knowledge base in a constantly changing service
- Lead and deliver effective partnership working across numerous interfaces..

10. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED

- HCPC registered Paramedic with over 8 years experience
- Educated to (or working towards) Masters level in area relevant to the post.
- Demonstrates a portfolio of career-long learning
- Has extensive knowledge of the health care needs of people requiring emergency and urgent care
- In-depth knowledge of critical and emergency care
- Has experience of clinical audit and report writing, critical appraisal and review
- Excellent communication skills, written presentational and in all relevant forums
- Evidence of leadership of change.

11. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date: