



JOB DESCRIPTION

JOB TITLE:	SPECIALIST HEMS PARAMEDIC (with Aftercare sub-speciality)
REPORTS TO:	CLINICAL OPERATIONAL MANAGER / CLINICAL DIRECTOR
DEPARTMENT:	SERVICE DELIVERY
LOCATION:	REDHILL AERODROME - REDHILL, SURREY
LENGTH OF CONTRACT:	FULL TIME (37.5 hours per week, including night and weekend working combining fixed rota pattern and self-rostering)
SALARY:	A4C Band 7 (plus fixed 25% unsocial hours payment) and fringe HCAS (5%) Pay point is specific to prior experience

JOB REQUIREMENTS

The Specialist HEMS Paramedic forms an integral part of the KSS team delivering advanced resuscitation, stabilisation and transfer of the critically ill or injured patient

The Specialist HEMS Paramedic works within a multidisciplinary team alongside HEMS Doctors and HEMS Pilots

The Specialist HEMS Paramedic will support the HEMS Dispatcher remotely in the tasking process and complex decision making required to prioritise service delivery

The successful applicants will have a sub-specialty responsibility for Aftercare Lead role. They will spend 50% of their time on the clinical rota, and the remainder self-rostering to achieve the requirements of the Aftercare Lead role.

Introduction

Air Ambulance Charity Kent Surrey Sussex (KSS) delivers the regional HEMS service to the South East of England.

KSS operates from Redhill Aerodrome in Surrey and is predominantly a helicopter based service although rapid response vehicles are used to deliver the service during periods that the aircraft are unavailable. The service provides two enhanced care teams by day, and one enhanced care team overnight.

The aircraft or response cars are allocated tasks by a dedicated HEMS dispatcher located in either the Crawley or Medway Emergency Operations Centres (EOC). The service tasking criteria aims to dispatch the enhanced care team to potentially serious traumatic incidents and severe or complex medical emergencies. However there will be occasions when the service is requested to attend lower acuity patients to either provide timely helicopter extrication from a remote location, or to assist a land ambulance team.

The usual enhanced care team comprises of a Specialist/HEMS Paramedic, HEMS Doctor and two HEMS Pilots and provides a senior medical response to patients with the ability to undertake, where indicated, advanced interventions that are appropriate to the patients needs.

The enhanced care team can also transfer patients to the most appropriate hospital for their definitive ongoing care using, where indicated, established pathways and operational delivery networks.

The Specialist HEMS Paramedic is a key member of the enhanced care team bringing operational expertise, leadership and a wealth of prehospital experience to the complex and often time critical situations that the service attends.

Job Purpose

The Specialist HEMS Paramedic is a key member of the enhanced care team and as such they are expected to deliver high quality patient focused care within their own scope of practice and within the context of the enhanced care team.

The paramedic will be expected to have a sound knowledge and appropriate level of experience in the management of the critically ill or injured complex patient, in the pre-hospital setting.

The Specialist HEMS paramedic will provide specialist advice within the team in matters relating to scene safety, scene management, inter-agency working, extrication techniques, patient triage and transportation. A sound knowledge of the acute health care networks across the South East is vital for this role.

The Specialist HEMS Paramedic will be expected to remotely support the tasking function and assist in the identification of appropriate calls and the safe, but timely deployment of the aircraft or response car when dispatched. The post holder will be required to lead the operational service delivery on a real time basis both in the dispatch function and the transport and triage decision making.

As a high profile member of the clinical team, the Specialist HEMS Paramedic will be expected to support and promote the fundraising efforts of the charity and will be required to assist in the delivery of, or attendance at, presentations and other fundraising functions.

The post holder will also have specific areas of interest relating to the Aftercare role as follows:

The Patient and Family Aftercare Lead will be a key member of our newly formed Patient and Family Aftercare Team, with responsibility for the development and embedding of this service within our communities. Their role, working with the Patient and Family Aftercare Manager, will focus on establishing this crucial service through engagement and negotiation with our NHS colleagues, engaging with patients and their families to ensure the service meet their needs and aligns them with available support, and support patient visits to KSS and the demonstration of impact of the service.

Delivering on our purpose and striving towards our vision as a charity relies upon us understanding how the interventions we undertake have influenced patient outcome. This is best achieved through the establishment of more extensive patient relationships and acute sector collaboration, allowing us to obtain granular quantitative and qualitative data which will be vital in informing the targeted development of prevention and education strategies as well as of core service provision.

An additional aim of the role in the medium term will be to provide liaison and engagement activity to support our Prevention and Education Key Strategic Initiative.

The role will require flexible working at both our Redhill and Rochester bases and may require attendance at our Major Trauma Centres and other key stakeholder sites. The individual may also be required to potentially meet patients and their families in a residential setting or community setting.

The individual will play a key role in representing KSS in our communities, raising awareness of our cause, displaying our behaviours, and living by our values.

Job Specific Responsibilities

General

1.1 The post holder is required to comply fully with Trust standard operational procedures and clinical guidelines and to respond promptly to instructions from dispatch and senior staff

1.2 The post holder is required to deal with any situation which confronts them or to which they are tasked, where aid is required commensurate with their role

1.3 Work autonomously, guided by precedent and clearly defined operating guidelines, procedures, protocols and code of conduct

1.4 To provide an operational response by helicopter or car to all emergency calls without undue delay

- 1.5 To remotely support the HEMS dispatcher, in the identification of suitable incidents for the enhanced care team
- 1.6 On arrival at incident, make a dynamic risk assessment of the environment and general situation, having due regard for the health and safety of self and others, and maintain or repeat the risk assessment process throughout the duration of the incident
- 1.7 Through the established ambulance service command structure, maintain situation updates and ensure that the incident is appropriately resourced
- 1.8 To provide supervision and mentorship to both medical and paramedical staff during their training period (including preceptorship) influencing their development and guiding them through clinical and operational procedures as required
- 1.9 The post holder is required to maintain current registration with the Health and Care Professions Council with particular reference to the Standards of Proficiency for Paramedics and Conduct, Performance and Ethics with no current sanctions or limitations on their practice.
- 1.10 To undertake emergency driving duties within the scope of the HEMS Paramedic to ensure the safe and timely delivery of the enhanced care team and to maintain a high standard of emergency driving through a regular assessment process
- 1.11 To discuss with their Clinical Operations Manager any learning and development needs at regular intervals that can be incorporated into their Individual Personal Development Review (IPDR)

Patient Care

- 2.1 To demonstrate the use of the appropriate knowledge and skills in order to make professional judgements, whilst autonomously, or as part of the enhanced care team, conducting the appropriate diagnostic procedures and treatments, safely to the appropriate level of training and competency
- 2.2 To ensure that appropriate referrals are undertaken to support patient care and safety
- 2.3 To ensure that appropriate and safe triage and transport decisions are made across the various health networks that KSS serve
- 2.4 To provide appropriate advice and guidance including worsening advice and safety netting to patients

2.5 Transfer patients to and from various modes of transport such as ambulance or aircraft where necessary. This will involve the regular lifting and handling of patients and will include heavy and difficult removals

2.6 To assist in the conveyance of patients and passengers using the appropriate equipment provided and/or manual handling techniques to the level of training provided by the Trust, in line with the Trust policy

2.7 To undertake and maintain duty of care to the patient, ensuring an appropriate level of monitoring and treatment is maintained throughout the care episode and after arrival at destination, until such time as a transfer of duty of care can be made in verbal, written or electronic form to an appropriate person

2.8 Manage patients, relatives and the general public in calm, caring and professional manner, treating them with dignity and respect at all times, often in difficult or hostile circumstances

2.9 Within the pre-hospital care environment, the Specialist HEMS Paramedic is expected to assume the lead in patient care when appropriate and is personally accountable and responsible for all the clinical decisions they make

2.10 To ensure that patients receive the highest quality and standard of patient care and attention in accordance with the Trust's Clinical Management Plans and Standard Operating Procedures

2.11 To review and evaluate their own clinical performance after each incident and to participate fully in the Trusts Governance process

Communications

3.1 To maintain timely communication with the HEMS dispatch desk by radio and telephone as appropriate

3.2 To ensure that the HEMS dispatch desk is updated regularly during the course of an incident

3.3 To communicate, liaise and work with other emergency services, relevant authorities, health care professions and the general public on a day to day basis

3.4 To communicate in highly emotive situations where there maybe barriers to understanding and where the need for informed consent is difficult to obtain

3.5 To be able to assess mental capacity in situations involving medically complex patients and demonstrate that they are acting in the patients best interests at all times

Use of Trust Equipment, Facilities and Premises

4.1 To practice in accordance with current legislation governing the use of medicines, prescription only medicines, including the storage/security and administration of controlled drugs

4.2 To ensure that blood products are stored and administered in a manner that minimises the risk of waste and is compliant with the need for traceability from source to end user

4.3 Use all Trust equipment, facilities and premises in a careful and proper manner, with due regard for the security of such items and safety of self and others

4.4 To carry out daily equipment checks, maintain and clean equipment following patient use using the infection control policy

4.5 To ensure efficient use of medical supplies ensuring adequate levels are available throughout the shift. Ensure single use items are used on a patient once only and discarded appropriately

4.6 To assist with unit cleaning duties as required

4.7 To report any defects or damage to Trust equipment and to minimise the risk of damage to equipment at all times

Use of Trust Vehicles

5.1 To carry out any tasks related to the security, operation or maintenance of the aircraft as directed by the Captain of the aircraft for the duration of the shift

5.2 To undertake safe moving and handling of the aircraft in accordance with the operating instructions and trust procedures

5.3 To carry out vehicle daily routine checks, e.g. oil, water, brake fluid, battery levels and tyre tread and pressure

5.4 To be responsible and accountable for ensuring that Trust vehicles are in a roadworthy condition before use, reporting any defects and/or damage as required and record these defects via the incident reporting system

5.5 To maintain the interior and exterior of both cars and aircraft in a state of cleanliness in line with Infection Control guidelines

5.6 Driving Trust vehicles in an appropriate manner according to the task. This will be carried out under both emergency and non-emergency conditions, in accordance with the standards as indicated in the Road Traffic Acts and KSS Driver Standards Policy

General

6.1 To undertake all mandatory training, re-certification and any advancement in patient care training commensurate with the post and the wider Paramedic profession in order to maintain registration as a Registered Paramedic in accordance with HCPC requirements

6.2 To undertake all training and re-certification (if required) for the technical crewmember role in accordance CAA/EASA regulations, where required

- 6.3 To carry out tasks relating to evaluating services e.g. staff questionnaires, audits, clinical and/or equipment trials
- 6.4 Maintain awareness of current developments and initiatives, such as National Health Service Frameworks, which impact on patient care and give time targets for treatment
- 6.5 Share best working practices with colleagues to maintain and improve clinical skills
- 6.6 Advise operational management when policy or strategy is adversely affecting users of the service
- 6.7 Report any incidences of risk, neglect, abuse or endangerment to vulnerable adults and children using the appropriate reporting mechanism
- 6.8 To ensure compliance with:
- Patient Care Record completion (including electronic)
 - Clinical Guidelines
 - Any other documentation relating to Trust business
- 6.9 Comply with Trust procedures and current legislation on drug acquisition, administration, relevant record keeping and security
- 6.10 To work with other emergency services for the good of the patient and maintain positive working relationships with other health care professionals
- 6.11 To ensure compliance with all of the Trust Policies and Procedures and ensure health and safety in the work place in accordance with the Health and Safety At Work Act 1974. Observing manual handling regulations and risk management policies
- 6.12 To maintain absolute professionalism, integrity and confidentiality for all patients, their families, Trust staff and those from other agencies
- 6.13 To undertake duties in relation to major incidents and other significant or complex incidents in accordance with Trust procedure. Acting where necessary as incident officer, taking full responsibility for the incident, until relieved by a more senior member of ambulance service staff
- 6.14 To maintain a current valid driving licences and produce all relevant documentation on request by a Clinical Operations Manager
- 6.15 To perform other tasks in keeping with the post as required by their Clinical Operations Managers
- 6.16 Attending Courts to give evidence as and when required or complete statements requested from an appropriate authority in a timely manner

Physical, Mental and Emotional Demands

Response and Transfer issues

- 7.1 Responding and attending to emergency calls in all kinds of weather. Calls are unpredictable in nature and duration and are frequently in excess of 2 hours or even greater during night operations and this may cause a significantly late shift finishing time
- 7.2 Moving and handling critically ill patients with relevant monitoring, ventilator and infusion pumps between scene, land ambulances and/or aircraft
- 7.3 Responding to emergency calls and situations that require prolonged concentration
- 7.4 Contact with aggressive patients requiring use of management of aggression skills
- 7.5 This post requires a very high level of flexibility in approach
- 7.6 Emergency response driving for extended periods
- 7.7 Considerable physical fitness is required for this role, especially in the pre-hospital environment. Carrying heavy equipment packs for long distances, moving at speed. Environments may necessitate climbing high fences, road barriers, and ladders, working in overturned vehicles and sometimes in hazardous or restrictive environments.

Critical Care issues

- 7.8 Must have a high level of hand eye co-ordination skills in order to carry out advanced clinical interventions e.g. performing surgical thoracostomies, intubation, IV or IO placement and suturing
- 7.9 Dealing with death, especially distressing in cases of trauma (e.g. road traffic accidents etc.). Dealing with patient's relatives, other health professionals and members of the public in such situations, debriefing and signposting them to appropriate support services as required.
- 7.10 Contributing to the process of breaking bad news to relatives
- 7.11 Exposure to, and contact with, body fluids
- 7.12 Works within the enhanced care team but on occasion required to work autonomously making decisions about patients' clinical conditions
- 7.13 Works closely as part of KSS HEMS team and the wider EMS response to ensure optimal patient care, integrating and work within established teams when arriving at incidents as part of a HEMS team
- 7.14 Carrying out advanced critical care resuscitation in austere and suboptimal surroundings
- 7.15 Care of patients with varying disabilities and requirements

Aeromedical issues

- 7.16 Space constraints, noisy, restricted aircraft environments with considerable vibration
- 7.17 Determining optimal use of scarce resource requiring a thorough knowledge of practicalities surrounding resource availability, patient needs, optimal triage, etc.
- 7.18 Liaison with HEMS dispatcher, SECAMB EOC, pilots and scene commanders to deliver consistently high standard of service
- 7.19 Reacting safely to delays and changes in transport plans due to weather, light, aircraft technical issues and competing priorities

Challenges

- 7.20 Combining the complexities of helicopter aviation with the delivery of enhanced care in demanding and challenging situations
- 7.21 Assessment of a wide range of patient conditions in a variety of differing circumstances. In particular determining prioritisation of competing simultaneous demands on the service
- 7.22 Coping with the emotional impact of frequent exposure to traumatic and distressing incidents.
- 7.23 Interacting with other healthcare professionals who may question treatment regimes and triage decisions
- 7.24 The need for flexibility in dealing with emergent critical care issues
- 7.25 Frequently noisy and constrained working environment
- 7.26 Playing a key role in the day to day service delivery, regular service governance and the research and audit agenda
- 7.27 Motivate and develop clinical and medical colleagues
- 7.28 Maintain knowledge and understanding of evidence and guidelines influencing own and wider service clinical practice

Responsibilities

- 8.1 Fitness for the role: All HEMS Paramedics are required to undertake an approved CAA aviation medical examination to meet the standards set down in JAR Ops 3. Failure to pass the medical may result in termination of employment. Clinical staff are also required to meet and maintain the fitness standards described in the KSS standard fitness assessment.

8.2 Research and Audit: The post holder will be required to participate in research and audit in line with the trusts requirements, supported where necessary by the research lead, and look at ways to improve efficiency or drive up clinical standards

8.3 Education and Training: Take a proactive approach to own personal development in order to ensure that skills set is aligned to the demands of the role as it evolves and develops to meet the organisation's changing needs. This will include full participation in the IPDR process

8.4 The post holder will need to complete a suitable HEMS induction course (unless suitably qualified) and AAKSS HEMS Paramedic Clinical Competency Framework. Failure to complete the either will result in termination of employment

8.5 Flexibility: The post holder will be required to work at any of the Trust's sites in line with service needs

8.6 Infection Prevention and Control: All Trust employees have duties under the "Health and safety at Work etc. Act 1974" which have a bearing on the prevention and control of infection in particular: Staff are expected to understand their responsibilities as outlined in the infection prevention and control policy and related guidelines, comply with all stated systems and maintain their knowledge of infection prevention and control relative to their role

8.7 Confidentiality, Data Protection, Freedom of Information and Computer Misuse: All staff must ensure confidentiality and security of information dealt with in the course of performing their duties. They must comply with and keep up to date with Trust policies and legislation on confidentiality, data protection, freedom of information and computer misuse

8.8 Communication: All staff should be able to communicate effectively with people who use services and other staff, to ensure that the care, treatment and support of people who use services is not compromised

8.9 Health, Safety, Security and risk management: All staff are required to adhere to and act consistently with all relevant health and safety legislation and Trust policies and procedures in order to ensure that their own and the health, safety and security of others is maintained. This will include identifying and reporting all risks to health and safety, security of equipment and property, use of necessary safety devices and protective clothing and the achievement of the Trust's objectives in accordance with the Trust's risk management strategy and policies

8.10 Major Incident: In the event of a major incident or civil unrest or other potential large scale service disruptions (e.g. Pandemic) all clinical staff will be expected to report for duty on notification. All employees are also expected to play an active part in preparation for a major incident, civil unrest or other potential large scale service disruptions (e.g. Pandemic) and to undertake training as necessary

8.11 Equality and Diversity: Actively promote the Trust's commitment to equality and diversity by treating all patients, colleagues and visitors with dignity and respect and comply with related policies including Equal Opportunities Policy, Dignity at Work Policy, Recruitment and Selection Policy etc.

8.12 Safeguarding children and vulnerable adults: All employees have a responsibility for protecting, safeguarding and promoting the welfare of children and vulnerable adults. Further information about the Trust commitment to this and your responsibilities can be sought from the Trust's Child Protection Leads

8.13 No Smoking Policy: KSS is a no smoking Trust and all staff must comply with the Trust's no smoking policy

8.14 Data Quality: It is the responsibility of all employees to ensure data is of a high quality standard, in order to support the Trust in providing a quality service. Data must be accurate, valid, reliable, timely, relevant and complete. For further information on the Trust's commitment to this, please refer to the Trust's Data Quality Policy

8.15 Standards of Business Conduct: It is the responsibility of all employees to conduct all business in an honest and ethical manner. The Trust is committed to acting with integrity in all its dealings and relationships and to implementing effective systems to prevent bribery or corruption. The Trust will uphold all laws relevant to countering bribery and corruption, including the Bribery Act 2010, in every aspect of its conduct, including its dealings with public and private sector organisations and the delivery of treatment and care to patients. Following the implementation of the Bribery Act 2010, all employees should be aware that if they accept or offer any financial or other advantage, with the intention or knowledge that this is received in order to induce or reward the improper performance of their duties or offered to induce or reward the performance of another person's duties, they may be guilty of an offence under the Bribery Act 2010

Specialist Areas of Responsibility

- Liaison and negotiation with the Major Trauma Centres and hospitals to establish mechanisms for accessing and liaising with patients
- Establish effective governance, compliance and data protection processes for the service (which may include data sharing agreements or the development of Memorandum of Understanding with MTCs/hospitals) by working closely with the Head of Governance and Compliance and the Service Delivery Support Manager
- Undertake a mapping exercise of existing support for patients in order to create a directory of services (that should be continuously reviewed and updated)
- Establish effective engagement with the Trauma Network
- Establish effective relationships with key stakeholders and external agencies providing additional support to build and sustain mutually beneficial relationships
- Lead the development of our Patient and Family Aftercare Service, to ensure it grows and develops to meet patient and family need
- Establish a monitoring and evaluation framework to enable the demonstration of the benefit of our service
- Gather evidence of the impact of the service and produce a longer-term strategy (working alongside the Senior Management Team and the Assistant Director of Service Delivery (Clinical)) to exploit the potential of this service and identify areas where education and prevention could have the most impact

Undertake effective engagement with patients and their families

- Follow-up and meet the needs of our patients, families and bereaved families to assist their recovery and their transition back to independent living (Supported by the Patient and Family Aftercare Manager)
- Work with the Patient and Family Aftercare Manager to support patients and families, to receive information about their incident (no matter the outcome) in terms of their journey and the prehospital care provided
- Facilitate patient and family feedback and engagement to enable KSS to continuously improve the quality of the trauma care we provide to our patients both at the scene and in follow up
- Support the Patient and Family Aftercare Manager to be the gatekeeper to developing and sustaining patient, family and bereaved family relationships
- Facilitate patient visits and communication mechanisms between patients and crew including resolving enquiries and effectively managing the thanking process including emailing all KSS crew who co-ordinated and oversaw care
- Host patient visits with the Patient and Family Aftercare Manager to both bases and bereaved family meetings alongside Service Delivery
- Facilitate the process of gathering impact including identifying potential patient stories in liaison with the Communications Team and organising and hosting visits or virtual sessions to capture patient stories which involve Service Delivery more regularly so that there is an opportunity to capture crew feedback that is more emotive and less medical in tone
- Oversee and manage the process for gaining patient consent, ensuring our process follows good practice and that consent is recorded and updated in a timely manner
- Work alongside the Service Delivery Management team to develop a stronger means to capture patient feedback, with the aim of making this completely digital and allowing for better reporting and creating a process whereby all patients that engage with KSS are provided with the opportunity to give anonymous feedback

Deliver effective internal and external partnership working

- Work in close collaboration with our NHS colleagues to help support patients and families through their recovery journey, and within Team KSS to direct patients and families to income generation and communication opportunities if they have a desire to support KSS.
- Working with the Patient and Family Aftercare Manager to establish a network of peer-to-peer support
- Be an Ambassador for our Patient and Family Aftercare Service by creating, establishing and managing networking opportunities with other Patient and Family Aftercare Leads, hospital outreach clinics, third sector providers, nurses and Aftercare Teams from across the Air Ambulance community to share best practice, build strong working relationships which can lead to future collaborations
- Working with the Patient and Family Aftercare Manager to grow and develop links with Trauma Coordinators in each of the Major Trauma Centre served by KSS to improve access to patient follow up.
- Research and create potential patient groups to extend Aftercare and relationship building for the benefit of both KSS and our former patients and their family members
- Maintain and enhance our relationships with our external stakeholders in SECamb, and in particular the PALS network

Ensuring the Communication of Specific Patient Outcomes

- Develop and manage safe, robust and appropriate systems to ensure thanks, feedback and outcome information relating to specific patients is made available to members of Service Delivery staff directly involved in the provision of that patient's care
- Work with the Service Delivery manager with responsibility for welfare to ensure that access to available support services is highlighted and facilitated as an integral part of the feedback process to Service Delivery staff
- Develop and manage safe, robust and appropriate systems and processes to ensure thanks, feedback and outcome information relating to specific patients is made available to members of SECamb staff directly involved in the provision of that patient's care
- Build and develop a network of HEMS liaison emeritus doctors and paramedics if possible in each of the acute trust or SECamb make ready hubs served by KSS.

Leadership and Management

- Provide authentic, clear and dynamic leadership to the Patient and Family Aftercare Team, ensuring a high-performing team, aligned to our values and culture
- Effectively motivate and lead the Patient and Family Aftercare Team and enable line reports to achieve their own goals and objectives through coaching and empathetic and constructive management
- Support, coach, develop and inspire the Patient and Family Aftercare Team to achieve critical success factors; holding the team accountable for results
- Consistently demonstrate, role model, promote and build a proactive culture of care, trust, dedication, innovation and collaboration

This job description reflects the current main organisational priorities for the post. In the context of rapid change taking place within KSS, these priorities will develop and change in consultation with the post holder in line with service needs and priorities.

Date Created:

Created by:

Post holder's signature:

PERSONAL SPECIFICATION

Attributes	Criteria	Essential	Desirable	Covering Statement	Assessed Via	
					CV	Interview/Scenario Based
Qualifications and Experience	Registered paramedic with the HCPC and a minimum 5 years post registration experience and 2 years UK HEMS experience	X			X	
	Ability to complete the KSS HEMS Paramedic Clinical Competency Framework (within 3 months of start date)	X		X		
	No outstanding cautions or conditions of practice	X		X		
	Qualifications relating to critical care		X		X	
	ALS/NLS/PHTLS/APLS provider		X		X	
	Post graduate study, ideally at level 7		X		X	
	Experience of coaching and/or mentoring and ability to acquire new skills		X	X		
	Diploma in Immediate Medical Care of the Royal College of Surgeons		X		X	
	Member of the College of Paramedics		X		X	
	Commitment and understanding of the changing patient support needs of internal and external health providers		X	X		X
	Experience working in a Patient Experience/Aftercare role	X				

	Excellent communication skills, including the ability to communicate both verbally and in writing with a range of people in different contexts	X		X		X
	Effective organizational skills	X		X		X
	Ability to use IT/computer skills	X		X		X
	Experience of collaborative working with a range of NHS Trusts and providers	X		X		
Other Requirements	Clean driving licence with category C1 and approved emergency driving training qualification	X		X		
	Ability to perform with sustained concentration and significant mental effort for prolonged periods	X				X
	Able to work flexible, unpredictable and unsocial hours	X		X		
	Able to pass an approved class 2 aviation medical examination as defined by EASA/CAA, and maintain physical fitness standards to enable post holder to able to undertake all physical elements required of role	X		X		X
	Demonstrates emotional resilience	X				X
	Ability to travel	X		X		