

NHS EDUCATION FOR SCOTLAND

**Educational pathways for ambulance technicians and
articulation with paramedic degree programmes**

May 2022

1. INTRODUCTION

NHS Education for Scotland are seeking support from Scottish Ambulance Service to explore and define educational pathways for ambulance care assistants and ambulance technicians that enable progression transition to paramedic degree education. The infrastructure needs associated with the educational pathway will also need to be identified to clarify future roles of the employer, college sector and higher education institutes, NES, and other relevant development bodies and organisations in Scotland.

2. AIM

The individual/s would work closely with NES colleagues supporting paramedic education as well as NES colleagues involved in the Scottish Government commission for Health Care Support Workers with aim to identify educational and infrastructure requirements for a Scottish pathway to support ambulance technicians aspiring to a career as a paramedic.

3. FUNDING

You would be funded on your existing band with NES paying your employing board. Up to 2.5 days per week of work is available for a period of 120 months between May 2022 and March 2023. Please note the following:

- funding available does not cover any practitioner working above a band 7.
- depending on level of interest and the capacity of the people interested in this work we will consider a range of flexible options.

Please indicate on your submission of interest how many days you are available for

- Days worked in a week
This is flexible and we are happy to accommodate whatever arrangements work best. This can be set days every week, or working more days one week and less another.
- Work base
There is no change to any terms and conditions. Please note, this is **not** a secondment to NES and those working on the Expressions of Interest will **not** be NES employees.
- Payment
The local Health Board remains the employer and the funding for the work undertaken will be provided from NES to the local Health Board. This means that NES will **not** be paying people directly – any payment arrangements should be made locally between the person undertaking the work and their own Health Board. Funding will be provided from NES to the local Health Board via a purchase order and payment will be made on completion of the work.

Commented [CH(1)]: Could this run for an initial 12-month period instead of 10?

4. PERSON SPECIFICATION

- Essential to have in depth knowledge of the existing ambulance technician learning programmes
- Essential to be a registered AHP with HCPC and ideally registered as a paramedic
- Essential to have experience and knowledge about relevant national bodies e.g. Scotland's College sector, HEIs and/or other educational organisations such as Skills Development Scotland, Scottish Funding Council, Scottish Qualifications Authority
- Essential to have knowledge of education validation and accreditation of prior learning processes
- Desirable to have experience and or knowledge supporting AHP workforce
- Experience in project management, quality improvement methodology & evaluation
- Ability to work with designated AHP within the health board and within NES
- Ability to work with a range of stakeholders and meet deadlines
- Ability to use technology to work remotely and support staff across different geographical areas

5. WORK REQUIRED

Successful individual/s, working in partnership with the NES and SAS, will:

- Become familiar with, and take learning from, findings from literature search relevant to educational pathways for ambulance technicians to paramedics
- Consider existing and pre-existing learning programmes highlighting potential fit with paramedic degree programmes
- Identify examples of HEIs utilising or planning to utilise accreditation of prior learning for accessing or achieving advanced entry to paramedic degree programmes in Scotland
- Liaise with the AHP and NM programme leads for the Scottish Government HCSW commission ensuring duplication of effort is avoided
- Liaise with the Scottish Government Review of AHP Education and workforce ensuring duplication of effort is avoided
- Provide briefings and updates as required to relevant stakeholders
- Produce a written options appraisal report including options that afford SAS employees the opportunity to reach the point of professional registration from within the service, identifying challenges and opportunities regarding the infrastructure requirements for any educational pathway and develop an action plan to address these
- [Recognise and give consideration to ensuring that the current BSc programmes continue to thrive alongside proposals for new progression route.](#)
- Contribute to the cultural change within SAS and across NHS Scotland that degree programmes for paramedics has highlighted
- Work with the Scottish Collaboration Of Paramedic Education (SCOPE) providing updates as required and engaging with SCOPE members in developing plans
- Work with the SAS Demand and Capacity Programme to understand and align to future workforce modelling requirements.
- Create a written proposal, including costings, for a feasible educational pathway for technician to paramedic
- Provide a summary to NES and SAS about the activity undertaken, lessons learned and recommendations from the work

To meet NES's commitment to Equality and Diversity, all work must be carried out in line with NES's Inclusive Education and Learning Policy

6. ANTICIPATED IMPACT

- Ambulance technicians will have clarity in educational pathways that will support them in any aspiration to become an HCPC registered paramedic
- Identifying ways to address the infrastructure challenges involved in achieving a robust educational pathway and applying this to wider AHP professions
- Existing paramedic AHP staff will feel supported, engaged and resilient, enabling delivery of safe, effective and person-centred care through confidence in supply of new generation of paramedics

7. TIMESCALE

Completion by end of March 2023

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8. REPORTING AND MONITORING

The individuals will work agilely from either their NHS Board base location and/or from home, as preferred.

They will work closely with the NES AHP Team, the NES NMAHP HCSW programme and SCOPE and report to the NES project lead for this work. During the duration of the project there will be a requirement to keep stakeholders informed of ongoing developments.

There will be a requirement to submit a summary report of the work completed, providing information on the activity, key outcomes, lessons learned and impact.

NES will retain all intellectual property produced during this work including associated materials.

9. SUBMISSION OF INTEREST

If you are interested in this opportunity, please express your interest to NandMPreReg@nes.scot.nhs.uk no later than **30th May 2022**. This expression of interest should take the form of a written statement (approximately 1 side of A4) and should briefly describe your expertise and experience in relation to the person specification for this project and how you would propose to deliver this work.

Please also indicate that you have your line managers agreement to undertake this piece of work.

For further information please contact helen.mcfarlane@nhs.scot