

Paramedic Education Network Scotland (PENS) (24/02/2026)

24/02/2026: draft notes

Virtual attendance via Microsoft Teams - Present

[REDACTED]	Chair
[REDACTED]	Education Programme Support Manager
[REDACTED]	Education Programme Assistant
[REDACTED]	Associate Director of Education and Professional Development SAS
[REDACTED]	
[REDACTED]	Programme Lead, RGU
[REDACTED]	Programme Lead, QMU
[REDACTED]	Head of Programme, NMAHP Practice Education & Pre-registration, NES
[REDACTED]	Geographical Education Lead RCoP
[REDACTED]	The incoming Programme Director for Paramedic Science at Stirling University
[REDACTED]	Head of School, GCU
[REDACTED]	Education Lead for Advanced Practice, SAS. And NEA RCoP
[REDACTED]	Interim Associate Director NMAHP (Nursing Midwifery and Allied Health Professions), NES (Standing in for [REDACTED], Associate Director at NES, currently on [REDACTED])
[REDACTED]	Allied Health Professions (AHP) Senior Educator, NES
[REDACTED]	Programme Lead, University West of Scotland
[REDACTED]	Head of Education RCoP
[REDACTED]	RCoP PPBL and PFP projects
[REDACTED]	Director of Allied Health Professions (AHPs)
[REDACTED]	Senior Lecturer in Occupational Therapy/ Deputy Head of Department/ Allied Health Professions Practice Placement Lead, GCU

Apologies

Meeting commenced at 13:00

PENS01/26 Welcome and Apologies

All were welcomed to this inaugural meeting of the Paramedic Education Network Scotland (PENS) chaired by [REDACTED], and with secretariat provided by the Royal College of Paramedics, which takes over from SCoPE.

PENS02/26 Conflicts of Interests

None noted

PENS03/26 Notes from previous meeting 3 December 2025

Accepted in principle

Action: The documents would be circulated for further review, particularly allowing [REDACTED] as time to provide feedback after the meeting

PENS04/26 Action log

No action log as first meeting of PENS following transition from SCoPE.

PENS05/26 Matters arising

None

PENS06/26 General NES update

Annual Funding Review: [REDACTED] explained that paramedic student bursary funding in Scotland has shifted from a three-year agreement to an annual review, pending confirmation of cohort numbers, with 335 funded places for the current and next academic year (26/27).

Concerns About Future Numbers: [REDACTED] and [REDACTED] raised concerns about delays in confirming future student numbers due to political factors and the impact on workforce planning, with [REDACTED] noting the alignment of funding decisions with current uncertainties.

Return to Practice Pathways: [REDACTED] and [REDACTED] discussed the lack of a formal process for paramedic return to practice in Scotland, highlighting the need for future development and alignment with other allied health professions.

Student Indexing and Workforce Data: [REDACTED] emphasised the value of the new student indexing process for tracking paramedic graduates' employment destinations, which will support improved workforce statistics and planning.

■ is happy to take a steer on any future NES updates and what is required by this group.

Action: ■ agreed to share the presentation slides with the group.

PENS07/26 Royal College of Paramedics Update

Royal College of Paramedics and Professional Body Updates:

Scotland Visit and Listening Sessions: ■ announced the Royal College's planned visit to Scotland in April, including in-person learner listening sessions and meetings with key stakeholders such as ■ and ■

HCPC and QAA Consultations: The College submitted responses to the HCPC standards consultation and is participating in the QAA benchmark review, with timelines and member engagement highlighted.

Practice-Based Learning Principles: The College published paramedic-specific principles for practice-based learning, adapted from AHP principles, and will share the document with the group.

Preceptorship and Student Support: Updates were given on the foundation preceptorship framework, the student portal, and CPD week activities, with ongoing efforts to support graduates and students across the UK.

HCPC SETs Consultation – the Chair shared the [RCoP response](#).

Action: ■ to share Paramedic Principles of PBL with the group.

PENS08/26 HEIs Update

Practice Educator Engagement: HEIs reported increasing challenges with practice educator numbers, particularly as the role remains voluntary, with some technicians and registrants reluctant to participate, leading to capacity issues for student support.

Technician Application and Articulation Issues: There has been a surge in technician applications, with confusion over entry levels and perceptions of unfairness, prompting calls for clearer communication and joint messaging to address rumours and ensure transparency.

All HEIs and SAS keen to work together to ensure clarity of messaging moving forward, also to ensure there is a feasible and appropriate route for this cohort of staff.

Programme and Curriculum Developments: HEIs highlighted successful programme reviews, enhancements for interprofessional learning, and alignment of MSc pathways with advanced practice, as well as preparations for e-Pad implementation and major simulation exercises.

Collaboration and SOP Development: Participants emphasised the need for a robust, transparent SOP for practice-based learning between SAS and HEIs, and for sharing best practices and solutions to address capacity and workforce planning challenges.

Action: ■ felt that HCPC should potentially be made aware of some of the PEd challenges – ■ will liaise with ■ on this.

Action: ■ – there have been reports of firewall issues and will share any documents in a PDF format where possible moving forward.

NES Practice Education and Partnership Agreement Developments: ■ presented a comprehensive update on NES practice education workstreams, including careers and recruitment, support and supervision, preceptorship, practice-based learning, and the finalisation of new partnership agreements, with input from ■ and others.

Careers and Recruitment Initiatives: ■ described ongoing efforts to promote paramedic careers, including resources, blogs, and videos, and highlighted the work of ■ and ■ on career routes and return to practice.

Support, Supervision, and Preceptorship: National position statements and resources for support and supervision were discussed, with preceptorship guidance now led by ■ and local awareness sessions being developed, though not yet implemented in SAS.

Practice-Based Learning and Governance: ■ outlined the focus on governance, quality standards, and innovative placement models, noting the need to refresh the standard operating procedure for cross-sector placements, with ■ to lead engagement with universities.

Partnership Agreement Finalisation: The new partnership agreement, consolidating previous agreements, has been finalised and is being distributed, with a webinar scheduled to support understanding and implementation among stakeholders.

e-Pad and Practice Education Preparation: Development of the paramedic e-Pad is pending national placement document agreement, and a refresh of practice education preparation content is underway, with advice to continue current documentation until the new system is ready.

PENS09/26 SAS Update

NQP: ■ – SAS are planning to open up to recruitment for HCPC registered paramedics, they had a cohort of people that applied to SAS last year who either failed the interview or fitness test and didn't meet the required standard for SAS. There is a plan to open up recruitment to the 2025 graduates. The timeline for the communication to be sent out is February 2026. Talks are still underway as to how this will happen for example whether this will go to advert or whether those people will be contacted directly.

Communication is planned to be sent out to everybody this week from ■ with regard to what SAS's intentions are for graduates coming out from May 2026. This is not confirmed and could change in the near future. However, the below is the proposed plan and timeline -

Graduates -May 2026: – Plan from ■ for those graduates in May 2026 where they will be opening up for applications in May.

Fitness Testing: – no expected changes although under review by H&S Department.

Interviews: – these will be in person and online – value-based interview and a C1 drivers licence would be required.

Contracts: – possibly offering 24 hrs per week contracts and trying to offer as many graduate jobs as possible and will be sending letters out about this this week.

Full Time Contracts: – those graduates who were given 24 hour contracts during 2025, are now likely to be offered fulltime contracts.

█ - asked how many people were on the 24 hour contracts.
█ - said it was around two thirds who were on these contracts

Foundation preceptorship work - █ would be happy to liaise with █ (SAS) or our RCoP colleague █ and look at how this could support.

Introduction of formal preceptorship - █ understands the challenges, however, would be good to consider how SAS might use the framework and portfolio, especially as the portfolio aligns the pre-reg portfolio that will be going onto TURAS.

The role of the preceptorship and preceptee - █ – raising awareness of what these roles are and would be happy to support with this.

Clinical supervision – █ there are concerns around this term as it's not just clinical supervision and again would be happy to work with █

█ shared that they continue to face challenges and have had to bring in nurses and paramedics for the group of Advanced Practitioners and challenged to look at clinical supervision. Their aim is to look at what the long-term provision is and move towards that.

Developing the Preceptorship – █ shared that they were looking at developing this further for people who have just qualified as Advanced Practitioners in Urgent and Primary Care.

Recruitment – SAS are preparing to launch the next recruitment cycle for trainee Advanced Practitioners. We anticipate attracting a small cohort of approximately 11–12 trainees. As part of this cycle, we will shortly begin requesting programme information summaries from universities. These summaries will support prospective trainees in making informed decisions about the most appropriate programme options.

Advanced Practice – █ said that the work around aesthetics in Scotland with the premises legislation has omitted paramedics and there is a rapid review ongoing around this.

Action: █ will share documents with █.

█ shared link below with group

<https://collegeofparamedics.co.uk/COP/COP/News/2026/Statement%20regarding%20Advanced%20Paramedic%20Practice.aspx>

PENS10/26 Handover to RCoP

Revised TOR: the Chair asked if everyone had had sight of these.

Action: Need to change to RCoP on TOR

Action: Will share ToR document before the next meeting

Year 2026: the Chair asked members to think about what 2026 looks like for us

Slide Format: if the current slide format works for this meeting

Topics: to think about whether there were any other topics the group wish to bring to this meeting as regular agenda items

Action: the Chair proposed for any comments and thoughts to be emailed directly to their email address which they will share with the group.

PENS11/26 AOB

██████████ - ██████████ – confirmed that ██████████ will be back in post from end of March 2026 and will attend this meeting going forward.

In relation to this, ██████████ wanted to thank ██████████ for all her work during this period and the chairing of this meeting up until the transition.

PENS12/26 Summary and close

Meeting formally closed at 15:00

Next meeting 24 April 2026 13:00-15:00 – Hybrid