

Pre-hospital critical care doctor

Recruitment Pack

Join our lifesaving team

WILTSHIRE
+BATH AIR
AMBULANCE
Going above + beyond



Welcome

It is my pleasure to extend a warm welcome to you as you consider joining our Wiltshire and Bath Air Ambulance Charity family.

The team who work with us here at the Charity are our most important asset.

Upon joining us, you will become part of a dynamic, fast-growing organisation which is committed to being a safe and effective clinical care provider.

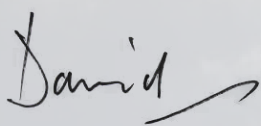
People are at the centre of everything we do; we aspire to be values driven and work together in an open and honest culture.

We believe every employee plays a part in saving lives, no matter what their role in the organisation. We are one team with one goal.

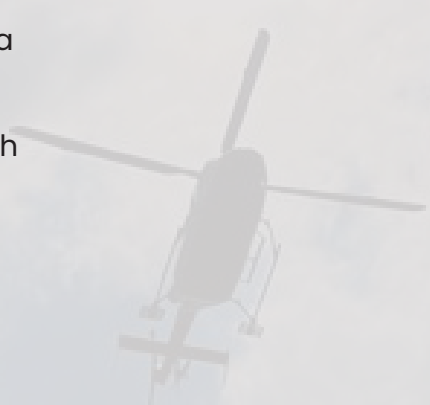
We treat everyone with dignity, value their contributions and help one another succeed.

We very much consider ourselves a family, and we hope that anyone who chooses to join us will feel as privileged as we do to work for such an amazing Charity.

We have plans in place for a very exciting future and we would love you to join us on our journey!



David Philpott
Chief Executive



Our mission is to provide rapid pre-hospital critical care and save lives.



We do this by raising sufficient funds to finance an air ambulance service in Wiltshire and Bath.

All our activities across the organisation are informed by our Mission, Vision, Values and Culture.

OUR IMPACT



STUART FROM WESTBURY'S STORY

"They saved my life."

But it's not just my life they saved. It meant I could get married and we have our two beautiful daughters.

After collapsing at home in Westbury, they flew me to Southmead Hospital within 11 minutes. If we'd gone by road it would have taken over an hour to get there and it's unlikely I'd be telling you this story now.

WESTEK, MELKSHAM

"Choosing Wiltshire and Bath Air Ambulance Charity as our Charity of the Year has provided a focus for our fundraising and community work. Besides making a difference to such a vital local Charity, our fundraising activities are great for fostering teamwork and having fun."

Wendy Dorkin, Westek – HR Manager



IAN BEST – VOLUNTEER

"For anyone who is considering volunteering, don't just think about it, get on and do it! What else could you do that will give you so much fun, take you places you may not go to otherwise and do your bit to keep the critical service flying, all at the same time?"

Ian Best, Volunteer since 2013

JOB DESCRIPTION

POST:	Pre-hospital critical care doctor
BASED:	At our state of the art airbase in Outmarsh, Semington, BA14 6JX, where our crew and Charity team work alongside each other
REPORTS TO:	Wiltshire and Bath Air Ambulance Medical Director
SALARY:	Commensurate with your pay band on the NHS salary scale
HOURS:	Part time: permanent Full time: one year in the first instance All candidates subject to probationary period of six months, successful completion of local training and satisfactory three and six month reviews

SUMMARY:

We are Wiltshire and Bath Air Ambulance Charity. We provide critical medical care by land and air, across our communities.

We're here when you need us most, but in the nicest possible way, we hope you won't.

We are looking for candidates who are able to contribute a minimum of two programmed activities per week to our team. We operate two shifts (8am-6pm and 5pm-3am), seven days a week, and employ a self-rostering system to cover these. We would, therefore, expect doctors to work a late shift for approximately 50% of their clinical time, and occasional weekends.

You will provide high quality critical care to ill and injured patients in a pre-hospital environment. You will work as part of a multidisciplinary team and provide education, support and mentoring to ambulance clinicians at clinical incidents.



RESPONSIBILITIES:

- Work directly with a Specialist Paramedic in Critical Care (SP-CC) and SWAST clinicians to provide medical care, including critical care to sick and injured persons as tasked by the South Western Ambulance Service (SWAST).
- Work as part of a multidisciplinary team.
- Participate in our Charity's clinical governance, including attendance at a minimum of six clinical governance days per year.
- Attend annual Crew Resource Management and Emergency & Safety Equipment training sessions, and a tri-annual fire training session.
- Completion and maintenance of our Charity training package in clinical, aviation and driving skills.
- Support clinical training, including participating in simulation and our annual clinical update training as required.
- Maintaining your own Continuing Professional Development in the areas of Pre-hospital Emergency Medicine.
- Maintain an understanding JRCALC, SWASFT and WABAAC's clinical guidelines.
- Support our Charity staff to promote the Charity.
- Other duties within the doctor's skill set as delegated by our medical director or executive management team or SWAST's medical directorate.
- Please note that separate SPA sessions are not included within this contract, but some SPA (as well as DCC administration) will be able to be completed in down time during clinical shifts.
- All doctors will be contracted to Wiltshire and Bath Air Ambulance Charity, but will also be required to hold an honorary contract with SWAST and be entered onto the SWAST PHEA register.
- Undertake a review with the medical director and/or Advanced Practitioner in critical care and/or the air operations officer (or their nominated deputies) at three and six months from commencement, and an annual review after that period.

STANDARD ROLE REQUIREMENTS:

Health and safety

To take reasonable care for your own health and safety and that of others who may be affected by the postholder's actions at work.

No smoking policy

Our airbase and NHS buildings, grounds and car parks are smoke-free zones. Smoking is not permitted while attending external meetings on behalf of the Charity, wearing NHS or Charity-identifiable clothing or whilst in Charity or NHS vehicles.

Risk

To undertake dynamic risk assessments while working, and taking reasonable responsibility to mitigate actions, or decline to undertake tasks or actions which may cause harm to yourself, others, or the Charity.

To identify and report actual or potential hazards/risks in the work environment in accordance with Charity and SWAST policies.

To participate in briefing and training sessions and carry out any agreed control measures and duties as instructed.

Records management, confidentiality and security of information

To adhere to Charity and SWAST policies and procedures as directed in training and guidelines and as advised by relevant colleagues (including designated Local Records Manager) in relation to creating records and handling information. Undertake action as required to implement and comply with these policies and procedures and report any non-compliance.

To maintain confidentiality in relation to personal data held for colleagues and patients in accordance with the requirements of the Data Protection Act 1998, and records management guidance.

Infection control

Adhere to the Infection Prevention and Control policy at all times, providing clear leadership and promotion of responsible attitudes towards infection prevention and control

Patient and public involvement

To be aware of responsibilities under sections 7 and 11 of the Health and Social Care Act 2001 to involve patients in their own care, as far as is reasonably practicable.

PERSON SPECIFICATION

Education and qualifications

Essential:

- MBBS or equivalent medical degree, with full registration and a licence to practice.
- Postgraduate medical Qualification in a relevant specialty (e.g. FRCA, FRCEM FICM, MRCGP).
- Certificate of Completion of training in base specialty, or within 6 months of CCT at interview.

Evidence of an in-date training certificate, or other evidence of CPD covering:

- Advanced life support in adults, paediatrics, infants and pregnancy
- Advanced trauma training in adults, paediatrics and pregnancy
- Operational (bronze) level major incident management
- Initial assessment of competence in anaesthesia
- Manual handling
- Either completion of a recognised PHEM training programme (or within six months of completion at time of interview) or a minimum of 12 months whole time equivalent experience in a PHEM post within a governed system. (Candidates with alternative experience may be invited to bring evidence of training, clinical activity and participation in governance to interview.) Candidates who are unable to demonstrate these but who have some experience and are invited to discuss this with the medical director prior to application.
- DipIMC (those awaiting results from the last diet may also apply).

Education and qualifications

Desirable:

- FIMC (where this is not held, we would expect you to sit it within a time period agreed at interview.)
- Certificate of completion of training in pre-hospital emergency medicine.
- Registration with Faculty of Pre-hospital Care as a level 7/8 practitioner.
- Tactical (Silver) level training in major incident management.
- Evidence of training in medical education.
- Full (preferably clean) driving licence.

PERSON SPECIFICATION

Previous experience

Essential:

- Experience in Emergency Medicine, Anaesthesia and Intensive care.
- Experience in the management of acutely ill and injured patients of all ages (and including pregnancy).

Desirable

- Completion of acute care common stem training or equivalent.
- Evidence of audit or research relevant to emergency or critical care.

Skills, knowledge and ability

Essential:

Competence in the management of critically ill patients of all age groups, particularly:

- Cardiac arrest, post ROSC and the peri-arrest patient
- Polytrauma
- Medically unwell patients
- Managing a multi-casualty incident

Be trained and competent in high level PHEM skills, including:

- Safe procedural sedation
- PHEA (with log book of PHEAs +/- other recent anaesthetic experience)
- Surgical skills such as suturing, thoracostomy and thoracotomy, peri-mortem C-section and surgical airways
- Evidence of ongoing CPD in Pre-Hospital emergency care.
- Awareness of own limitations.

Physical Ability:

There will be a physical assessment (including manual handling safety) which will comprise of:

- Four minutes of continuous chest compressions on an adult mannikin.
- With a team of two, safely carry the equipment required for a standard HEMS job a distance of 400m.
- With a team of four, carry an 80kg mannikin and load them onto the aircraft.

Previous experience

Desirable

- Completion of acute care common stem training or equivalent.
- Evidence of audit or research relevant to emergency or critical care.

Skills, knowledge and ability

Desirable:

- Understanding of benefits and limitations of air transport.
- Understanding of principles of selecting appropriate destination hospital to optimise patient care.
- Awareness of paramedic training and scope of practice.

PERSON SPECIFICATION

Aptitude and personal characteristics

Essential:

- Enthusiastic about operating within a Just and Open Culture.
- Ability to manage stressful situations and accept responsibility.
- Ability to work within, and lead a multidisciplinary team.
- Ability to communicate well with patients and staff including external agencies.
- Commitment to continuing personal professional development and inspiring others to develop.
- Participation in clinical governance and audit.
- Demonstration of commitment and recognition of the core values of an NHS and Charity employee.
- Committed to high quality patient care and patient experience
- Respectful; promotion of equality.
- Able to ensure care of own health and wellbeing and to promote improvements to physical and emotional wellbeing
- Demonstration of a positive and flexible approach in line with the changing nature of the Trust service delivery model
- Commitment to the values -based principles of high quality patient care, to include: compassion, care, competence, communication, courage and commitment in all aspects of service delivery.

Desirable

- Evidence of service development (e.g. Quality improvement project, audit or training) in PHEM.

HOW TO APPLY

CLOSING DATE

5pm Friday 11 April, with interviews and physical assessments likely to be on Wednesday 24 April.

Candidates will be invited to attend an interview and assessment by Wednesday 16 April.

To apply please send us a copy of your CV, with the names and contact details of two referees and a covering letter to **both**:

Dr Maria Smith, medical director: maria.smith@wbairambulace.org.uk.

Mr Rich Tilsley, air operations officer: richard.tilsley@swast.nhs.uk.

Please include in your letter how you meet the person specification and how many PAs you would like to be considered for.

If you have any questions about this post, including questions regarding your eligibility, please email both the medical director and the air operations officer (see above).