

# EMRTS Cymru

Emergency Medical Retrieval &  
Transfer Service

## Emergency Medical Retrieval and Transfer Service (EMRTS) Cymru

### Critical Care Practitioner (CCP)

#### JOB DESCRIPTION

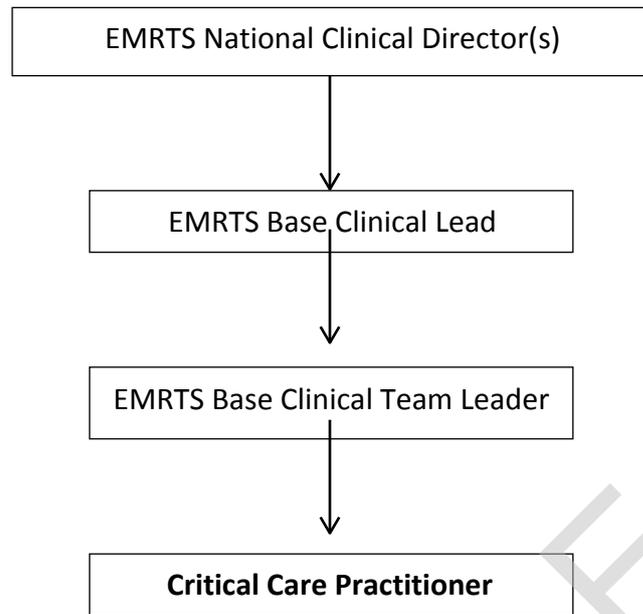
##### Introduction

The Emergency Medical Retrieval and Transfer Service (EMRTS) Cymru is a helicopter and road-based enhanced care service operational. The team is responsible for providing a critical care response in the pre-hospital environment, as well as providing time critical transfer and retrieval response to critically ill or injured patients. The operational team will be made up of a CCP and a Consultant from Emergency Medicine, Anaesthetics or Intensive Care. This document describes the role of CCP.

The Service undertakes two primary roles:

1. Provision of critical care support to patients who are suffering from critical illness or injury in the pre-hospital environment.
2. Undertaking time critical secondary inter-hospital transfers of critically ill or injured patients.

## Organisational Chart



## Job Purpose

Critical Care Practitioners are registered practitioners who have undergone additional post registration higher education and clinical development to assess and manage critically ill or injured patients with high acuity care needs during the pre-hospital transfer/retrieval phase care.

The CCP has an enhanced level of knowledge and skills in order to undertake an advanced assessment and critical care management of patients with complex prehospital needs.

CCP's will assess and treat high acuity patients with critical illness and/ or injury by providing intensive support and therapy and ensuring they are transferred or retrieved rapidly and safely to a care facility, which is best suited to provide treatment for their ongoing complex needs.

CCPs will be deployed within this role by either air or road vehicles. Therefore, the role requires the practitioner to be flight trained and successfully achieve the 'fitness to fly' competencies and standards.

CCPs will also be required as part of their rota to operate the Central Coordination Hub (Air Support Desk). This will involve tasking of the EMRTS.

## **Main Duties and Responsibilities**

### **1. Pre Operational Training**

- Undergo a mandatory two week accelerated training programme (commencing in the first 2 weeks of March) followed by supervised shifts to become an effective assistant in the delivery of critical care interventions as part of the team in the first phase of the job.
- Undergo mandatory HEMS aircrew training to facilitate and enable the aviation role of the job. A two week HEMS crew member course will be offered to all successful applicants (if not recently completed elsewhere) prior to the start of the service.
- Mandatory training for central coordination hub tasking and procedures (Swansea CCP's).

It is understood that some successful applicants will have undergone some or all the elements of training described above either in Wales or externally. Training will be tailored to individual need.

### **2. Primary Clinical Response**

*"HEMS: A flight by a helicopter operating under a HEMS approval, the purpose of which is to facilitate emergency medical assistance where immediate and rapid transportation is essential"*

1. Immediate response by air or road to incidents identified by the central coordination hub to be suitable for an enhanced pre-hospital care team. This will also include support to stand-alone midwifery led units.
2. Immediate discussion with the central coordination hub when an incident is identified by EMRTS teams as being suitable for self tasking.
3. Immediate response by air to incidents identified by the central coordination hub to be an access problem and where all other options have been exhausted.
4. Immediate response to crew requests in the context of the above points.
5. Response driving for the primary response if a road response is required.
6. Provision of care on scene as appropriate including advanced critical care intervention as part of the team in line with EMRTS clinical and equipment standard operating procedures.
7. Primary transfer of patients to an appropriate hospital including bypass decisions when appropriate.
8. Operation in difficult and remote conditions with appropriate support and PPE. This includes coordinated responses with other search and rescue agencies.
9. Response to major incidents as part of pre-agreed major incident plans and act

within a casualty clearing station as part of a bronze response.

10. Work as part of a multi-disciplinary response in conjunction with the Hazardous Area Response and Special Operations Team (HART).

### **3. Critical Care Transfer Response**

1. Immediate response to time critical secondary transfer requests made by hospitals to the central coordination hub and with agreement from the EMRTS 'top' cover consultant by air or road as appropriate.
2. Appropriate critical care interventions at the referring hospital as part of the team prior to transfer in line with EMRTS clinical and equipment standard operating procedures.
3. Provision of critical care support and interventions during time critical secondary transfers in line with EMRTS clinical and equipment standard operating procedures.
4. Response driving for the transfer if a road transfer is required in vehicles with the ability to convey the patient.

### **4. Aviation**

1. Safe preparation and positioning of the aircraft prior to the shift start according to local procedures.
2. Participation in pre-shift briefing including information gathering prior to the brief as directed by the pilot.
3. Pre-flight planning as required.
4. Assisting the pilot with aviation during flight operations, including navigation, communication, aircraft systems, meteorology, pre-landing and pre-takeoff checks and aviation emergency management.
5. Correct and safe refueling of the aircraft under the instruction of the pilot including rotor running refuel when appropriate.
6. General care of the aircraft including cleaning and tidiness.
7. Aircraft safety both at base and on scene including rotor safety, personnel movement and crowd control.
8. Safe housing and security of the aircraft after the shift has finished according to local procedures.

9. Complete annual line check, annual CRM training, annual tetra communications training, annual emergency and safety equipment training, two yearly dangerous goods training and three yearly fire/ESE exits training.

## **5. Operational**

1. Coordinated activity in line with EMRTS operational standard operating procedures.
2. Liaison with central coordination, relevant hospitals and Welsh Ambulance Service assets as required throughout the shift.
3. Input of shift, mission and patient data including phone advice given to crews into the EMRTS database.
4. Post mission evaluation reporting and feedback to referring hospital.
5. Next day follow-up of all patients treated by the EMRTS and database entry.
6. Appropriate handover at the end of shift to incoming CCP.
7. Critical incident reporting.
8. Asset liaison and facilitation of a hot debrief should an incident produce an immediate risk that requires immediate attention.
9. General care and cleaning of medical equipment and monitoring used in clinical operations.
10. General care and cleaning personal protective equipment used in clinical operations.
11. Daily, weekly and monthly checks of equipment, drugs and monitoring in accordance with agreed team checklists and standard operating procedures.
12. Daily checks of communication equipment in accordance with agreed team checklists and standard operating procedures.
13. General care, cleaning, fuelling and daily checks of the land vehicle(s) in accordance with local procedures.
14. Maintenance of governance arrangements for use of blood and blood products including preservation of the cold chain, recording use and traceability.
15. Maintenance of accurate stock record in terms of consumables and drugs.
16. Controlled drug documentation in lines with both EMRTS and Welsh Ambulance service controlled drugs procedures.
17. Providing assistance to the clinical supervising officer in equipment/drugs management. This includes stock checking, security, auditing and ordering.

18. Familiarisation and understanding of clinical and operational crew briefs as they are produced.

## **6. Governance**

1. Full participation in clinical governance activities.
2. Regular attendance at base governance meetings if they do not interfere with clinical duties, designated pre or post shift rest periods or annual leave. It would be expected that at least 6 meetings would be attended in a 12 month period.
3. Participation in post mission debriefs, incident reviews and case reviews.
4. Participation and assistance in clinical audits including data collection. Team members with an interest in setting up and running clinical audits will be given support as required.
5. Participation and assistance in equipment evaluation.
6. Participation in clinical trials. Team members with an interest in setting up and running a clinical trial will be given support as required.
7. Maintenance of information governance standards and patient confidentiality.
8. Timely compliance with response to complaints in lines with appropriate complaints procedures and information governance standards.
9. Appropriate and timely cooperation with both NHS and non NHS organisations related to investigations of incidents in lines with appropriate investigation procedures and information governance standards.

## **7. Continuous Professional Development**

1. Commitment to self directed learning in both clinical and aviation aspects of the job.
2. Maintenance of clinical competencies, aircrew qualification and experience.
3. Maintenance of logbook of clinical and operational activity.
4. Familiarisation and understanding of current and new standard operating procedures.
5. Attendance at training sessions as directed by the EMRTS clinical governance groups.
6. Undertaking a university based critical care paramedic qualification. If a successful candidate already has a critical care paramedic qualification then this course will not be required.

## **8. Wales Air Ambulance Charity Trust**

1. CCP's will be required to participate in public relations activities on behalf of the charity. These will include representing the charity at such functions as cheque presentations, undertaking speaking engagements and delivery of presentations to large groups of people, and assisting the charity in fund raising and public awareness.
2. Daily communication with charity to update on operational activity.

## **9. Training and Assessment**

Continued appointment to the EMRTS will be subject to successfully completing annual performance reviews and specific milestones in relation to the following elements:

- All pre-operational training as outlined above (first 6mths).
- A 2 year online MSc in Critical Care at Cardiff University funded by the EMRTS (enrolment in September 2015). Significant support will be provided for this through direct mentoring from the EMRTS consultants. If a successful candidate already has a critical care paramedic qualification then this course will not be required.
- CCP training programme entered at same time as online MSc in Critical Care. This will require a require logbook, supervised hospital shifts, supervised procedural training etc. The ability to practice at CCP level will follow completion of this programme and pending final year assessments, specific details of this will be confirmed in due course.

## **10. Other Duties**

1. Carry out general base duties as required and ensure the daily efficient running and daily activity of the EMRTS base.
2. Willingness to be contacted out of duty hours when deemed necessary to safe and efficient running of the service
3. Willingness to attend the base for operational reasons out of duty hours if available under rare and exceptional circumstances.
4. Supervision of observers cleared to go on missions by the EMRTS governance team (e.g. media).
5. Participation in the training of operational crew member and any trainee (paramedic or doctor) who undertakes shifts in a training role. There may be an opportunity to provide mentorship or to become a clinical supervisor for a specific trainee.
6. Participation in training events for external agencies during organised specific training sessions.
7. Support of the selection process for new operational staff and trainees.

## PERSONAL SPECIFICATION

Criteria		
<b>Registration and Eligibility</b>	Essential	Desirable
Registered with the HPC or NMC (as appropriate).	✓	
DBS clearance.	✓	
Eligible to work in the UK.	✓	
Full UK driving licence and level of health to DVLA standards.	✓	
Member of a relevant professional body.		✓
<b>Qualifications</b>	Essential	Desirable
Successful completion of full training (eg. ICHD paramedic training, critical care nurse training, ODP training etc).	✓	
Higher qualification in pre-hospital emergency medicine. (E.g. Diploma in Immediate Medical Care, Diploma Retrieval Transfer Medicine).		✓
IHCD emergency driving qualification.	✓	
Prior critical care paramedic/practitioner qualification.		✓
Successful completion of resuscitation training in adults, paediatrics and neonates.		✓
Successful completion of HEMS crew member course.		✓
<b>Experience</b>	Essential	Desirable
3 years post registration clinical work.	✓	
2 years air ambulance work as part of a formal HEMS team.		✓
Evidence of career progression.		✓
Work as part of an enhanced pre-hospital/transfer team delivering critical care.		✓
Evidence of teaching/instructing in resuscitation or critical care.		✓

<b>Criteria</b>		
<b>Physical Requirements</b>	Essential	Desirable
Occupational health clearance including general health, eye sight and hearing checks.	✓	
Fitness levels must be good enough to carry out HEMS work such as carrying equipment short to medium distances and lifting/handling of patients.	✓	
Build appropriate to height and conducive to working in the helicopter environment.	✓	
<b>Personal Attributes, Communication and Team Working</b>	Essential	Desirable
Good communication skills both written and verbal.	✓	
Ability to work as a team member and team leader.	✓	
Evidence of previous team leadership.		✓
Self motivation and discipline.	✓	
Punctuality.	✓	
Ability to work under pressure and in emotive situations.	✓	
Tact and diplomacy.	✓	
Ability to speak Welsh.		✓
<b>Knowledge and Skills</b>	Essential	Desirable
Excellent clinical skills and knowledge.	✓	
Good knowledge of clinical governance systems.		✓
Good knowledge of health and safety.	✓	
Local knowledge including geographical knowledge of the operational area and structure of the health care provision within the area.		✓
Evidence of teaching/instructing in resuscitation or critical care.		✓
Ability to interpret, analyse and act on information from multiple sources (clinical and aviation).	✓	