

Pre-hospital critical care doctor

Join our lifesaving team



Wiltshire
Air Ambulance

funded by you, flying for you



Welcome

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

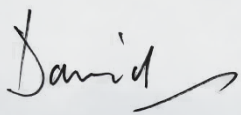
People are at the centre of everything we do; we aspire to be values driven and work together in an open and honest culture.

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



An aerial photograph of a large, modern air ambulance base. The building is dark grey with a prominent green garage door. A yellow and green helicopter is parked on the tarmac in front of the building. The base is surrounded by green fields and a clear blue sky with light clouds.

Our journey starts with our mission statement, which is simple.

We Save Lives

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

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

OUR VALUES

Teamwork



We are one team, with one goal, and embrace collective genius.

Respect



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

Passion



We are committed in mind, body and spirit.

Excellence



We aspire to be the best in everything we do and strive for continuous improvement.

Personal touch



We will be real, honest, inclusive and transparent in all our dealings with each other and our supporters.

Integrity



Every donor and supporter will be valued in exactly the same way, irrespective of size of donation or other contribution to the charity.

Communicate



We will communicate with people so they are informed of all important matters in a timely way - whilst also recognising that some matters are personal or commercially confidential.

Planet



We will be a responsible charity and make a difference by using local companies and where possible sourcing recycled and sustainable materials.

We have an aspiration to offset our carbon emissions where possible. Our building is fitted with energy saving light bulbs, high specification insulation and natural ventilation and cooling.

OUR IMPACT



STUART FROM WESTBURY'S STORY

"Wiltshire Air Ambulance 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, Wiltshire Air Ambulance 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 Air Ambulance 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

Experienced pre-hospital critical care doctor(s) required

Wiltshire Air Ambulance is a registered charity providing emergency and critical care services to the people of Wiltshire, Bath and surrounding areas (under a mutual aid agreement with our colleagues in other services).

We are at an exciting stage of our journey, from a single paramedic on the police helicopter to our own air ambulance, development of critical care paramedic training and the gradual introduction of trained PHEM doctors into the care model.

We are looking for experienced pre-hospital emergency doctors to join our service, predominantly for the provision of clinical care.

We are co-located with our excellent charity team at our purpose-built airbase in Semington, Wiltshire. We attend incidents in a wide range of local environments including rural and urban areas, by air and by land, and attend a range of medical and trauma patients of all ages.

More information about our charity can be found at www.wiltshireairambulance.co.uk

We are looking for candidates who are able to contribute a minimum of two Programmed Activities per week, permanently, to our team (with the agreement of their primary employer). Alternatively, candidates may wish to work with us full time for a year.

We currently operate two shifts (8am-6pm and 5pm-3am) seven days a week and employ self-rostering to cover these.

We would therefore expect doctors to work a late shift for approximately 50% of their clinical time, and to work occasional weekends. Further PAs may become available over time.

One PA is allocated to each four-hour period between 7am-7pm, Monday-Friday and three hours outside those times (in accordance with the current NHS contract).



JOB DESCRIPTION

- POST:** Pre-hospital critical care doctor
- BASED:** At our airbase in Semington, Wiltshire, BA14 6JX
- REPORTS TO:** Via WAA Medical Director to SWAST Medical Director
- PAY BAND:** Commensurate with your pay band on the NHS salary scale
- HOURS OF WORK:** 2-10 PAs per week
- DURATION:** Permanent part time, or for one year full time (subject to probationary period of six months, successful completion of local training and satisfactory three and six month reviews.)

SUMMARY:

- Provide high quality clinical care to ill and injured patients in the pre-hospital environment.
- Work as part of a multidisciplinary team.
- Provide education, support and mentoring to ambulance clinicians at clinical incidents.



MAIN DUTIES AND 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 WAA's clinical governance, including attendance at a minimum of six clinical governance days per year.
- Attend a compulsory annual Crew Resource Management and Emergency & Safety Equipment training sessions, and a tri-annual fire training session.
- Completion and maintenance of WAA 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 WAA's clinical guidelines.
- Support WAA's charity staff to promote the charity.
- Other duties within the doctor's skill set as delegated by WAA's Medical Director, SWAST's medical directorate or WAA's executive management team.
- 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 Air Ambulance, 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 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

WAA and NHS buildings, grounds and car parks are smoke-free zones. Smoking is not permitted while attending external meetings on behalf of WAA, wearing NHS or WAA-identifiable clothing or whilst in WAA 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 WAA/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 Trust 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

	Essential	Desirable
Education and qualifications	<p>MBBS or equivalent medical degree, with full registration and a licence to practice.</p> <p>Postgraduate medical Qualification in a relevant specialty (e.g. FRCA, FRCEM FICM, MRCGP).</p> <p>Certificate of Completion of training in base specialty, or within 6 months of CCT at interview.</p> <p>Evidence of an in-date training certificate, or other evidence of CPD for:</p> <ul style="list-style-type: none"> 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 <p>Either completion of a recognized 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.)</p> <p>DipIMC (those awaiting results from the last diet may also apply)</p>	<p>FIMC (where this is not held, we would expect you to sit it within the time period agreed at interview.)</p> <p>Certificate of completion of training in pre-hospital emergency medicine.</p> <p>Registration with Faculty of Pre-hospital Care as a level 7 practitioner.</p> <p>Tactical (Silver) level training in major incident management.</p> <p>Evidence of training in medical education (e.g. ALS instructor; PGCE)</p> <p>Full (preferably clean) driving licence.</p>
Previous Experience (Paid/ Unpaid relevant to job)	<p>Experience in Emergency Medicine, Anaesthesia and Intensive care.</p> <p>Experience in the management of acutely ill and injured patients of all ages (and including pregnancy).</p>	<p>Completion of acute care common stem training or equivalent.</p> <p>Evidence of audit or research relevant to emergency or critical care.</p>

**Skills,
knowledge
and ability**

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
- ECG interpretation
- Managing a multi-casualty incident

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

- Safe procedural sedation
- PHEA (with log book of PHEAs and any other recent and relevant anaesthetic experience)
- Surgical skills such as suturing, thoracostomy and thoracotomy, peri-mortem C-section, surgical airways

Evidence of ongoing CPD in Pre-Hospital emergency care.

Understanding of benefits and limitations of air transport.

Understanding of principles of selecting appropriate destination hospital to optimise patient 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.

Awareness of specialist paramedic in critical care training and scope of practice.

Aptitude and personal characteristics

- 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 WAA employee.
- Committed to high quality patient care and patient experience
- Respectful; promotion of equality.
- Able to ensure care of own health and wellbeing 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.

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

HOW TO APPLY

If you have any questions about this post, including questions regarding your eligibility, please email **both** the Medical Director and the Air Operations Manager (see below):

Applications for this post may be made by emailing a copy of your CV with the names and contact details of two referees and a covering letter to **both** the Medical Director and Air Operations Officer:

Dr Maria Smith, Medical Director at WAA: maria.smith@swast.nhs.uk

Louise Cox, Air Operations Officer at WAA: louise.cox@swast.nhs.uk

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

CLOSING DATE

Closing date for receipt of applications:

5pm Friday 26 April 2024

Candidates will be invited to attend an interview by:

Thursday 2 May 2024

Interviews and physical assessments:

Week commencing 6 May 2024

