

## College of Paramedics Consultant Register – PHASE TWO Guidance

Guidance to those currently in a Consultant Paramedic job title who wish to apply for entry onto the College of Paramedics Consultant Paramedic Register during Phase Two.

Definition of Consultant Paramedic (College of Paramedics, Post Graduate Curriculum Framework, 2017).

‘Consultant paramedics are strategic leaders who act as role models for paramedics and the healthcare community. Typically, the role of consultant paramedic is underpinned by a philosophical position which places patient centred care at the forefront of their role. Consultant paramedics work autonomously to a high degree, are leaders in the field of paramedic practice, and have the ability to evaluate and critically analyse various forms of data, along with a strong leadership and managerial presence within their area of practice.’

In late 2018 the College of Paramedics established a Consultant Paramedic Register from the then existing members of the College of Paramedics Consultant Paramedic Committee. This was phase one of the development of a Consultant Paramedic Register complete. Phase two will now commence and will provide the **opportunity for all those that currently hold a Consultant Paramedic job title to join the register**. The process of applying for entry to the voluntary register will be by completion of an Application Form. Phase two is expected to be completed during September 2019 after which the College of Paramedics Consultant Register will be officially launched.

The application form is structured to allow the individual to demonstrate activity across the five pillars of consultant level practice: Expert Practice, Strategic Enabling Leadership, Learning and Developing, Research and Innovation, and Consultancy (see below). It is recognised that the individual may not have the same amount of activity and evidence in each of the five pillars, but they must be able to demonstrate activity in all five to be considered for entry onto the register. The completed application form should be emailed to Penny Jones, Head of Administrative Services, [penny.jones@collegeofparamedics.co.uk](mailto:penny.jones@collegeofparamedics.co.uk) by Monday the 30th September 2019 with ‘Consultant Paramedic Register’ in the subject heading. Confirmation of entry to the voluntary register will be sent once PHASE TWO is complete.

Applicants to the Consultant Paramedic Register must;

- currently hold a Consultant Paramedic job title
- be a full member of the College of Paramedics
- not be in arrears with their membership fees
- be of good standing with no known fitness to practise concerns
- be educated to FHEQ Level 7 or SCQF Level 11 – MSc level or equivalent demonstratable experience
- be able to demonstrate consultant level activity in all five pillars of consultant level practice

## **The five pillars of consultant practice**

### **1. Expert Practice**

The individual should be able to evidence that they have been working to at least Advanced Level Practice for a period of at least two years and have expertise in practice across pathways, services, organisations and the system. Where appropriate to current role the individual should be an independent prescriber or working towards that status.

### **2. Strategic Enabling Leadership**

Evidence of the individual providing leadership or management within their current role as well as influencing integrated healthcare systems regionally or nationally should be demonstrated in the application. This evidence does not have to be from carrying out a formal management role.

### **3. Learning, developing, improving across the system**

The application should outline the individuals' contribution to education both within the profession and where appropriate outside, for example to patients and their families, and also evidence of organisational and interdisciplinary learning. There should be evidence of a formal teaching/coaching/mentorship qualification or equivalent demonstrable experience.

### **4. Research and Innovation**

Evidence of participating in research, quality improvement and safety transformation must be demonstrated in the application. The primary method of showing research activity is through authorship of published peer-reviewed journal articles. Other evidence appropriate for submission are documents written for internal organisational use, such as reports and reviews, public/patient involvement and service evaluation.

### **5. Consultancy across all pillars from practice to systems levels**

There must be evidence of strategic level work within the context of the wider system demonstrated in the application. This evidence can be from within the individual's primary employment or can be through work connected to the profession through stakeholder and charitable organisations, faculties, and multi-professional collaboration with other colleges/professional bodies.

## **Phase Three**

Work is currently being undertaken to develop phase three to allow future entry onto the register for eligible individuals who are not currently in a Consultant Paramedic role. This process will be designed to enable individuals who meet the entry criteria to submit an application in a similar way to phase two but with the addition of a Consultant Paramedic Register Approvals Panel element to ensure consistency and fairness. Phase three will be launched once phase two is complete towards the end of 2019.

## References and resources

Chief Nursing Officer Directorate, Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles: pushing the boundaries to meet health and social care needs in Scotland. Paper 1 Introduction. (2018) Edinburgh: Scottish Government  
[https://www.nes.scot.nhs.uk/media/4031447/cno\\_paper\\_1\\_transforming\\_nmahp\\_roles.pdf](https://www.nes.scot.nhs.uk/media/4031447/cno_paper_1_transforming_nmahp_roles.pdf)

Chief Nursing Officer Directorate, Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles: pushing the boundaries to meet health and social care needs in Scotland. Paper 2 Advanced Nursing Practice. (2018) Edinburgh: Scottish Government.  
[https://www.nes.scot.nhs.uk/media/4031450/cno\\_paper\\_2\\_transforming\\_nmahp\\_roles.pdf](https://www.nes.scot.nhs.uk/media/4031450/cno_paper_2_transforming_nmahp_roles.pdf)

Chief Nursing Officer Directorate, Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles: Pushing the boundaries to meet health and social care needs in Scotland. Paper 5 Transforming education and career development in nursing. (2018) Edinburgh: Scottish Government.  
<https://www.gov.scot/publications/transforming-nmahp-education-career-development-paper-5/>

Health Education England, Multi-professional framework for advanced clinical practice in England (2017). <https://www.hee.nhs.uk/our-work/advanced-clinical-practice/multi-professional-framework>

National Leadership and Innovation Agency for Healthcare, Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales (2015).  
<http://www.wales.nhs.uk/sitesplus/documents/829/NLIAH%20Advanced%20Practice%20Framework.pdf>