

Paramedics

Valid from 1 September 2023

Standards of proficiency

At the point of registration, paramedics must be able to:

- 1 practise safely and effectively within their scope of practice**
 - 1.1 identify the limits of their practice and when to seek advice or refer to another professional or service
 - 1.2 recognise the need to manage their own workload and resources safely and effectively, including managing the emotional burden that comes with working in a pressured environment
 - 1.3 keep their skills and knowledge up to date and understand the importance of continuing professional development throughout their career
 - 1.4 use a range of integrated skills and self-awareness to manage clinical challenges independently and effectively in unfamiliar and unpredictable circumstances or situations
 - 1.5 work safely in challenging and unpredictable environments, including taking appropriate action to assess and manage risks to themselves and service users and carers

- 2 practise within the legal and ethical boundaries of their profession**
 - 2.1 maintain high standards of personal and professional conduct
 - 2.2 promote and protect the service user's interests at all times
 - 2.3 understand the importance of safeguarding by actively looking for signs of abuse, demonstrating understanding of relevant safeguarding processes, and engaging in these processes where necessary
 - 2.4 understand what is required of them by the Health and Care Professions Council, including but not limited to the Standards of conduct, performance and ethics
 - 2.5 respect and uphold the rights, dignity, values, and autonomy of service users, including their role in the assessment, diagnostic, treatment and / or therapeutic process
 - 2.6 recognise that relationships with service users, carers and others should be based on mutual respect and trust, maintaining high standards of care in all circumstances
 - 2.7 understand the importance of and be able to obtain valid consent, which is voluntary and informed, has due regard to capacity, is proportionate to the circumstances and is appropriately documented
 - 2.8 understand the importance of capacity in the context of delivering care and treatment
 - 2.9 understand the scope of a professional duty of care, and exercise that duty
 - 2.10 understand and apply legislation, policies and guidance relevant to their profession and scope of practice

- 2.11 recognise the power imbalance which comes with being a health care professional, and ensure they do not abuse this for personal gain
- 2.12 practise in accordance with current legislation governing the use of medicines by paramedics
- 2.13 understand the criteria required for making a self-referral and when to proceed

3 look after their health and wellbeing, seeking appropriate support where necessary

- 3.1 identify anxiety and stress in themselves and recognise the potential impact on their practice
- 3.2 understand the importance of their own mental and physical health and wellbeing strategies in maintaining fitness to practise
- 3.3 understand how to take appropriate action if their health may affect their ability to practise safely and effectively, including seeking help and support when necessary
- 3.4 develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment

4 practise as an autonomous professional, exercising their own professional judgement

- 4.1 recognise that they are personally responsible for and must be able to justify their decisions and actions
- 4.2 use their skills, knowledge and experience, and the information available to them, to make informed decisions and / or take action where necessary
- 4.3 make reasoned decisions to initiate, continue, modify or cease treatment or the use of techniques or procedures, and record the decisions and reasoning appropriately
- 4.4 make and receive appropriate referrals, where necessary
- 4.5 exercise personal initiative
- 4.6 demonstrate a logical and systematic approach to problem solving
- 4.7 use research, reasoning and problem solving skills when determining appropriate actions
- 4.8 understand the need for active participation in training, supervision and mentoring in supporting high standards of practice, and personal and professional conduct, and the importance of demonstrating this in practice
- 4.9 use a range of integrated skills and self-awareness to manage clinical challenges effectively in unfamiliar and unpredictable circumstances or situations

- 4.10 make decisions about the most appropriate care pathways for service users and refer service users appropriately

5 recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner

- 5.1 respond appropriately to the needs of all different groups and individuals in practice, recognising this can be affected by differences of any kind including, but not limited to, protected characteristics¹, intersectional experiences and cultural differences
- 5.2 understand equality legislation and apply it to their practice
- 5.3 recognise the potential impact of their own values, beliefs and personal biases (which may be unconscious) on practice and take personal action to ensure all service users and carers are treated appropriately with respect and dignity
- 5.4 understand the duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in theirs and others' practice
- 5.5 recognise the characteristics and consequences of barriers to inclusion, including for socially isolated groups
- 5.6 actively challenge these barriers, supporting the implementation of change wherever possible
- 5.7 recognise that regard to equality, diversity and inclusion needs to be embedded in the application of all HCPC standards, across all areas of practice

6 understand the importance of and maintain confidentiality

- 6.1 adhere to the professional duty of confidentiality and understand when disclosure may be required
- 6.2 understand the principles of information and data governance and be aware of the safe and effective use of health, social care and other relevant information
- 6.3 recognise and respond in a timely manner to situations where it is necessary to share information to safeguard service users, carers and / or the wider public
- 6.4 understand the need to ensure confidentiality is maintained in all situations in which service users rely on additional communication support (such as interpreters or translators)

¹ The Equality Act 2010 defines the protected characteristics as age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. Equivalent equality legislation in Northern Ireland protects age, disability, gender, race, religion or belief and sexual orientation.

- 6.5 recognise that the concepts of confidentiality and informed consent extend to all mediums, including illustrative clinical records such as photography, video and audio recordings and digital platforms

7 communicate effectively

- 7.1 use effective and appropriate verbal and non-verbal skills to communicate with service users, carers, colleagues and others
- 7.2 communicate in English to the required standard for their profession (equivalent to level 7 of the International English Language Testing System, with no element below 6.5²)
- 7.3 understand the characteristics and consequences of verbal and non-verbal communication and recognise how these can be affected by difference of any kind including, but not limited to, protected characteristics³, intersectional experiences and cultural differences
- 7.4 work with service users and / or their carers to facilitate the service user's preferred role in decision-making, and provide service users and carers with the information they may need where appropriate
- 7.5 modify their own means of communication to address the individual communication needs and preferences of service users and carers, and remove any barriers to communication where possible
- 7.6 understand the need to support the communication needs of service users and carers, such as through the use of an appropriate interpreter
- 7.7 use information, communication and digital technologies appropriate to their practice
- 7.8 understand the need to provide service users or people acting on their behalf with the information necessary in accessible formats to enable them to make informed decisions

8 work appropriately with others

- 8.1 work in partnership with service users, carers, colleagues and others
- 8.2 recognise the principles and practices of other health and care professionals and systems and how they interact with their profession
- 8.3 understand the need to build and sustain professional relationships as both an autonomous practitioner and collaboratively as a member of a team

² The International English Language Testing System (IELTS) tests competence in the English language. Applicants who have qualified outside of the UK, whose first language is not English and who are not nationals of a country within the European Economic Area (EEA) or Switzerland, must provide evidence that they have reached the necessary standard. Please visit our website for more information.

³ The Equality Act 2010 defines the protected characteristics as age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. Equivalent equality legislation in Northern Ireland protects age, disability, gender, race, religion or belief and sexual orientation.

- 8.4 contribute effectively to work undertaken as part of a multi-disciplinary team
- 8.5 identify anxiety and stress in service users, carers and colleagues, adapting their practice and providing support where appropriate
- 8.6 understand the qualities, behaviours and benefits of leadership
- 8.7 recognise that leadership is a skill all professionals can demonstrate
- 8.8 identify their own leadership qualities, behaviours and approaches, taking into account the importance of equality, diversity and inclusion
- 8.9 demonstrate leadership behaviours appropriate to their practice
- 8.10 act as a role model for others
- 8.11 promote and engage in the learning of others

9 maintain records appropriately

- 9.1 keep full, clear and accurate records in accordance with applicable legislation, protocols and guidelines
- 9.2 manage records and all other information in accordance with applicable legislation, protocols and guidelines
- 9.3 use digital record keeping tools, where required

10 reflect on and review practice

- 10.1 understand the value of reflective practice and the need to record the outcome of such reflection to support continuous improvement
- 10.2 recognise the value of multi-disciplinary reviews, case conferences and other methods of review

11 assure the quality of their practice

- 11.1 engage in evidence-based practice
- 11.2 gather and use feedback and information, including qualitative and quantitative data, to evaluate the responses of service users to their care
- 11.3 monitor and systematically evaluate the quality of practice, and maintain an effective quality management and quality assurance process working towards continual improvement
- 11.4 participate in quality management, including quality control, quality assurance, clinical governance and the use of appropriate outcome measures
- 11.5 evaluate care plans or intervention plans using recognised and appropriate outcome measures in conjunction with the service user and revise the plans as necessary

11.6 recognise the value of gathering and using data for quality assurance and improvement programmes

12 understand and apply the key concepts of the knowledge base relevant to their profession

- 12.1 understand the structure and function of the human body, together with knowledge of physical and mental health, disease, disorder and dysfunction relevant to their profession
- 12.2 demonstrate awareness of the principles and applications of scientific enquiry, including the evaluation of treatment efficacy and the research process
- 12.3 recognise the role(s) of other professions in health and social care and understand how they may relate to the role of paramedic
- 12.4 understand the structure and function of health and social care systems and services in the UK
- 12.5 understand the theoretical basis of, and the variety of approaches to, assessment and intervention
- 12.6 understand human anatomy and physiology and development across the lifespan, sufficient to recognise the nature and effects of injury or illness, and to conduct assessment and observation in order to form a differential diagnosis and establish service user management strategies
- 12.7 understand the following aspects of biological science:
- disease and trauma processes and how to apply this knowledge to develop appropriate treatment plans for the service user's care
 - how the application of paramedic practice may cause physiological and behavioural change
 - human anatomy and physiology, especially the dynamic relationships of human structure and function and the musculoskeletal, cardiovascular, respiratory, digestive, endocrine, urinary, reproductive, integumentary and nervous systems
 - human growth and development across the lifespan
 - normal and altered anatomy and physiology throughout the human lifespan
 - relevant physiological parameters and how to interpret changes from the norm
 - the factors influencing individual variations in human ability and health function
 - the main classes of pathogenic microorganisms, the spread of infection and the use of universal precautions
 - the main sequential stages of normal development, including cognitive, emotional and social measures of maturation through the human lifespan
- 12.8 understand the following aspects of physical science:
- principles and theories of physics, biomechanics, electronics and ergonomics that can be applied to paramedic practice

- understand scientific units of measurement acquired in clinical and healthcare practice and the principles of analysis and interpretation
 - the means by which the physical sciences can inform the understanding and analysis of information used to determine a diagnosis
 - the pathophysiological changes to normal homeostatic function and its implications
 - the principles and application of measurement techniques based on biomechanics and electrophysiology
- 12.9 understand the following aspects of sociological, health and behavioural science:
- how aspects of sociology, health and behavioural sciences are fundamental to the role of the paramedic in developing and maintaining effective relationships
 - recognise how sociology can inform an understanding of physical and mental health, illness and healthcare in the context of paramedic practice
- 12.10 understand the following aspects of clinical science:
- pathological changes and related clinical features of conditions encountered in emergency and urgent care and primary and community care
 - physiological, pharmacological, structural, behavioural and functional changes in service user presentation
 - principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective paramedic practice
 - the theoretical basis of assessment, clinical decision making and appropriate treatment plans, along with the scientific evaluation of their effectiveness
 - the theories supporting problem solving and clinical reasoning
- 12.11 understand the pharmacological principles applied to healthcare which include pharmacodynamics and pharmacokinetics and apply to those medicines utilised by paramedics to treat service users.
- the role of pain management, its complexity and the importance of robust approaches using both pharmacological and pharmacological strategies
 - the analysis of polypharmacy, evaluating pharmacological interactions and the impact upon mental wellbeing and healthcare provision.
 - recognise adverse drug reactions and manage appropriately, including reporting as required
- 12.12 understand Human development and the main sequential stages of normal development, including cognitive, emotional and social measures of maturation through the human lifespan.
- Recognise human growth and development including factors influencing individual variations in human ability and health status
 - Evaluate how variation influences susceptibility to disease, injury and responses to treatment across the lifespan
 - Understand the role of nutrition in promoting health and illness across the lifespan
 - Understand the fundamentals of genetics

- 12.13 Understand the effects of psychological factors on health and illness and the impact of culture on illness
 - Recognise the contribution of behavioural factors in health and illness
 - Understand the basic knowledge of the key theories of behavioural change to include the principles of cognitive behavioural therapy and motivational interviewing
- 12.14 understand and evaluate social determinants of health, including inequality and factors contributing to the needs of different social groups, and the factors that influence an individual in health and illness.
 - Recognise how sociological, health and behavioural sciences are fundamental to the role of the paramedic in developing and maintaining effective relationships
 - Recognise how sociology can inform an understanding of physical and mental health, illness and healthcare in the context of paramedic practice

13 draw on appropriate knowledge and skills to inform practice

- 13.1 change their practice as needed to take account of new developments, technologies and changing contexts
- 13.2 gather appropriate information
- 13.3 analyse and critically evaluate the information collected
- 13.4 select and use appropriate assessment techniques and equipment
- 13.5 undertake and record a thorough, sensitive and detailed assessment
- 13.6 undertake or arrange investigations as appropriate
- 13.7 conduct appropriate assessment or monitoring procedures, treatment, therapy or other actions safely and effectively
- 13.8 recognise a range of research methodologies relevant to their role
- 13.9 recognise the value of research to the critical evaluation of practice
- 13.10 critically evaluate research and other evidence to inform their own practice
- 13.11 engage service users in research as appropriate
- 13.12 know the theories and science that underpin the theory and principles of paramedic practice
- 13.13 know the indications and contra-indications of using specific paramedic techniques in emergency and urgent care and primary and community care, including their limitations and modifications
- 13.14 ensure decision making is supported by effective safety netting
- 13.15 modify and adapt practice to meet the clinical needs of service users within the emergency and urgent care environment
- 13.16 know how to select or modify approaches to meet the needs of service users, their relatives and carers, when presented in the emergency and urgent care environment

- 13.17 formulate specific and appropriate management plans including the setting of appropriate timescales
- 13.18 conduct a thorough and detailed physical examination of the service user using appropriate skills to inform clinical reasoning and guide the formulation of a differential diagnosis across all age ranges
- 13.19 use observation to gather information about the functional abilities of service users, how this affects the management of patients and the appropriate patient care pathways
- 13.20 understand the need to consider the assessment of both the health and psycho-social care needs of service users and carers

14 establish and maintain a safe practice environment

- 14.1 understand the need to maintain the safety of themselves and others, including service users, carers and colleagues
- 14.2 demonstrate awareness of relevant health and safety legislation and comply with all local operational procedures and policies
- 14.3 work safely, including being able to select appropriate hazard control and risk management, reduction or elimination techniques in a safe manner and in accordance with health and safety legislation
- 14.4 select appropriate personal protective equipment and use it correctly
- 14.5 establish safe environments for practice, which appropriately manages risk
- 14.6 understand and be able to apply appropriate moving and handling techniques
- 14.7 understand and be prepared for the responsibilities of the paramedic in responding to hazardous or major incidents, including public health emergencies
- 14.8 establish and run a triage system
- 14.9 understand the use and importance of effective communication in major incidents
- 14.10 demonstrate an understanding of the need for business continuity, escalation and resilience plans

15 promote and prevent ill health

- 15.1 understand the role of their profession in health promotion, health education and preventing ill health
- 15.2 understand how social, economic and environmental factors (wider determinants of health) can influence a person's health and well-being
- 15.3 empower and enable individuals (including service users and colleagues) to play a part in managing their own health
- 15.4 engage in occupational health, including being aware of immunisation requirements

VALID FROM 1 SEPTEMBER 2023