



## Student Paramedic – Frequently Asked Questions

### Qualification Criteria

***I am currently finishing my final year of college resulting in a Level 3 qualification. As I don't finish until June and get my certificates in August would I still be considered? And should I select yes or no when it asks if I have my qualifications now ?***

You can't apply until you've completed your qualifications unfortunately as you won't meet the qualification criteria but please consider us once you've received your results. The list of accepted qualifications can be found on our website and on the final page of the Supporting Information document.

***If you already hold an Associate Ambulance Practitioner qualification and have completed an emergency blue light driving course, passing all the suitable tests, what would you do whilst the cohort are getting their clinical training etc?***

We would verify your qualifications and check that they are affiliated with our programme we would then tailor a start date for you at the appropriate place but it is likely that the assessment process would look slightly different for you. For a more specific response please email [recruitment@wmas.nhs.uk](mailto:recruitment@wmas.nhs.uk)

### Driving Licence and Driving Categories

***Do you have to have a driving license for this position?***

A UK driving licence is definitely a requirement as you'll be trained to drive our vehicles within the first 20 weeks of employment with us. You also need to have applied for your provisional Category C1 on your driving licence at the point of application. You can request the forms to apply for this by visiting <https://www.gov.uk/become-lorry-bus-driver/applying-for-a-bus-or-lorry-provisional-entitlement>

You can check what categories you are currently entitled to drive by visiting <https://www.gov.uk/view-driving-licence>

***I have a medical condition which precludes me from having a driving licence***

Unfortunately you will need to hold a valid UK driving licence for this position however there are many more opportunities within our Trust that do not require a driving licence. Please visit [www.jobs.nhs.uk](http://www.jobs.nhs.uk) for all of our current vacancies.

Additionally more information on the variety of roles and career opportunities that we have in the Trust can be found on our webpage [www.wmas.nhs.uk](http://www.wmas.nhs.uk)

***I understand that the DVLA are experiencing delays with processing applications and forms. As long as yours has been sent off at the time of applying, is this okay? Also - does the medical need to be completed if you're successful upon application only or beforehand?***

Yes as long as the form has been sent off that's fine but this must include the medical D4 form as well. If you are offered a position you will also undertake a separate Work Health Assessment with our Occupational Health provider.

***For the Highway Code questionnaire and driving assessment, is it just a standard car we need to revise and practice for or does it need to be focused on a lorry or bus/coach?***

The Highway Code is initially a multiple choice based questionnaire, if you progress to the driving assessment then this is conducted in a transit van sized vehicle so always worth practicing in a larger vehicle if you are insured to do so! 😊

**What proof do you require to see the C1 provisional as it is not shown on the driving licence ?**

Prior to the assessment day you'll be asked to share your driving licence information with us which includes any provisional categories that you may hold. You'll be sent the relevant instructions to allow you to do this

**Does the C1 test and lessons need to be taken in our own time or will this be within the course?**

The C1 needs to be completed in your own time prior to commencing employment with us however we can offer you financial assistance with this once you have been made a formal offer of employment.

**I've tried applying but it won't let me because I haven't got my C1 on my driving licence, is this something you need to get onto this course?**

Yes it is, you need to have applied for your C1 provisional at the point of application. To meet this criteria you must have received the relevant forms from the DVLA (D2 & D4), completed them, had the medical D4 form verified by an appropriate medical practitioner, such as your GP, and returned the forms to the DVLA.

This is a standard criteria for the vacancy so its always worth starting this process even if you aren't quite ready to apply yet.

**I have a full B class driving licence. Would this mean I have my provisional c1 licence?**

Not necessarily. If you passed your practical car test (licence category B) before 1 January 1997 you would automatically also acquire licence categories BE, C1, C1E, D1 and D1E. These additional categories are more commonly known as 'Acquired Rights' or 'Grandfather Rights'



You can identify what categories you hold by viewing your driving licence.

The full categories that you hold will be found on the front of your licence and the associated dates for the validity of the licence will be on the back.

You will not hold provisional entitlement unless you have applied specifically for it.

**Other entry criteria**

**Do you need any volunteer experience such as with St Johns Ambulance or is experience in Customer Service suitable?**

Although volunteer experience is great, it's not essential. What's really important is great interpersonal skills and passion for the job 😊

**What skills do you specifically look for when recruiting student paramedics?**

It's more about personal attributes than skills as such as we give you all the clinical skills and knowledge you'll need. However we need someone who has excellent communication skills, someone calm under pressure and someone who has a desire to provide excellent patient care!

**When asked to give a brief description of tasks and responsibilities at previous jobs is it best to keep the answer short or to fill the word count?**

We are looking for the application to meet the shortlisting criteria so make sure you include the skills and qualities that are included in the person specification but there is no need to use all of the word count.

***Will you close the applications once you have enough applications or if it will stay open until the closing date?***

As a Trust we don't close vacancies until the official closing date, we believe this gives applicants the best opportunity to be able to focus on their application and take as much time as they need to be able to meet the published deadline.

***Do you accept from different cities/ regions or do you have to have local area knowledge? If so is there support available for commuting students?***

Our Student Paramedic programme is full time, substantive employment so we ask all applicants to be able to demonstrate local knowledge of the area and a commitment to having a career with our Trust at the end of the training programme.

***The job advert says certain areas. Is the student paramedic role strictly confined to these bases or do you get attached to stations further afield? I ask because I live out of these areas, very keen to apply, less keen on the travel.***

The advert will detail which areas are available to apply for. We do have an internal transfer list that our current staff request to go on but the wait for some of the more rural areas can be quite long unfortunately.

***Is there an age limit for applications? I think I may be too old.***

There is definitely no age limit! If you meet all of the criteria, we want to hear from you!

***Do all areas offer this opportunity or is it just WMAS – I don't live within the West Midlands and was wondering if there was a more local opportunity?***

You'd have to ask other ambulance services for a definitive answer but we think we are the only Trust to provide such a successful programme (but we would say that as we're biased!)

## **Assessment Process**

***I've been shortlisted and sent over qualifications, its been a few days but still haven't heard back, do you think my qualifications have been rejected?***

Every applicant will receive an outcome via the NHS Jobs system and we hope that this will be in the next day or so. The vacancy is always very popular, often we receive hundreds of applications so it does take some time for them to be verified.

***What sorts of questions will be asked in the interview? Will it be a telephone interview?***

It's always good to be prepared on questions relating to your skills and experience (personal or work related). The most important thing is to also have great communication skills and of course knowledge about WMAS! 😊 Interviews are currently planned to take place online through the MS Teams platform, guidance on how to access this will be shared when you are invited for interview.

***If you have previously applied and been successful in all elements except the fitness do you have to go through the whole process again ?***

All elements are valid for a period of 6 months from the date that you successfully passed them. If you are invited to assessment again please email recruitment and ask them to carry over any valid assessments.

## **Generic Questions**

***Where can I find Student Paramedic vacancies?***

All of the Trust's vacancies are advertised on NHS Jobs, [www.jobs.nhs.uk](http://www.jobs.nhs.uk) We also promote on our official Facebook, Twitter and Instagram pages. Please follow us for the most up to date information.

## ***What's the training program for the student paramedic position and do you still have to make a monthly contribution?***

The Student Paramedic Training Programme is split into 4 stages, and you must successfully complete all 4 stages, as detailed below, alongside any relevant assessments and post course experience to continue in the role;

### **Stage 1 Associate Ambulance Practitioner (AAP):**

You will commence your classroom based clinical training programme for a minimum of 5 months, consisting of the 14-week clinical AAP course (Level 4 regulated AAP Diploma) and the 4-week Emergency Driving course (Level 3 regulated Certificate in Emergency Response Ambulance Driving). This will be completed alongside the apprenticeship standard (subject to meeting the eligibility criteria).

After you have successfully completed the theory element of the programme, an operational deployment commences, which includes a minimum of 750 mentored hours (7 months), of on-the-job guided learning for evidencing competencies, this is in addition to a number of clinical assignments that are also required.

In total you will complete a minimum of 366 days of on programme learning to enable you to submit your portfolio for marking and verification. Once the Internal Quality Assurance process has been satisfied, learners will then be issued with certification of the Level 3 Certificate in Emergency Response Ambulance Driving and the Level 4 Diploma in Associate Ambulance Practitioner programmes.

### **Stage 2 Qualified AAP:**

Stage 2 in the programme enables you to complete a minimum of 6 months working as an autonomous clinician to facilitate consolidation of your clinical skills and to complete the relevant AAP Apprenticeship independent end-point assessments (if applicable) if and when required by the Trust's approved academic Awarding Body, before progressing to stage 3, as a ratified AAP.

### **Stage 3 Paramedic Conversion:**

At Stage 3 you will commence on a Paramedic Sciences conversion programme with the Trust's approved Academic Awarding Body resulting in obtaining a Level 6 Degree Apprenticeship and/ or Bachelor of Science (BSc) qualification.

This will consist of both 'classroom' theory sessions and mentored practice placements. The formal course is then followed by exam / module ratification and application to register with the Health & Care Professions Council.

### **Stage 4 HCPC Registration:**

Successful completion of the full Student Paramedic Training Programme for Paramedic ratification, and subsequent registration with the HCPC, resulting in a Newly Qualified Paramedic (NQP) role with the Trust.

## **Salary**

The salary attached to the Student Paramedic post will be:

### **Student Paramedic Stage 1**

75% of the top of Pay Band 4, £18,661.50 (based on 2021-22 pay scales) plus the appropriate unsocial hours' enhancement for the post as per section 2 of the NHS Terms & Conditions.

### **Student Paramedic Stages 2 & 3**

Pay Band 4 £22,549 (based on 2021-22 pay scales) plus the appropriate unsocial hours' enhancement for the post as per section 2 of the NHS Terms & Conditions.

### **Newly Qualified Paramedic (NQP) Stage 4**

Upon your successful completion of the Student Paramedic programme and on receipt of your HCPC registration details, you will transition into the post of Newly Qualified Paramedic. Pay Band 5, £25,655 (based

on 2021-22 pay scales) plus the appropriate unsocial hour's enhancement for the post as per section 2 of the NHS Terms & Conditions.

Further details of the NHS Terms & Conditions can be found at [www.nhsemployers.gov.uk](http://www.nhsemployers.gov.uk)

### **Monthly Contributions**

The above salaries are before a monthly deduction which contributes to your training programme and commitment to achieve HCPC Registered Paramedic Status. This includes a number of administrative and management arrangements and co-ordination required in facilitating your overall programme.

The contribution will be split into 13 monthly payments of £151 followed by 23 monthly payments of £306 spreading the cost over a total of 36 months. These payments will commence from your first month of employment with the Trust. Please be advised that the total contribution required is £9,000. Should there be any amendments to your progression through the stages, these payments will continue until the total amount of £9,000 has been paid.

Should at any stage and for whatever reason you are unable to continue to complete the full training programme for the role of Student Paramedic then you will not be entitled to a refund of any payments made.

### ***I am currently doing level 4 and applying for uni, someone who I know who is a paramedic told me I should look at the Student Paramedic programme, what's the difference between Student Paramedic Programme and the uni routeway?***

Our Student Paramedic programme is an earn as you learn scheme so you have employment with the Trust from day one and is seen as a more vocational route even though both have theory and clinical practice elements. Both are great routes it just depends on an individual's preference and personal circumstances.

### ***What are the shifts like on placement please and how much notice is given for those shifts?***

You will be deployed as a member of our ambulance crew so you will be required to work a full rotational shift pattern including evenings, weekends, nights and public holidays including Christmas and new year. We always aim to give staff 4 weeks notice of any shifts.

### ***What happens after you have completed the programme, do you just carry on or do you apply formally for a role ?***

The training programme will take a minimum of 36 months to complete and Student Paramedics are then upgraded to working as a Newly Qualified Paramedic for the Trust

### ***I meet all of the criteria but I'm looking for a part time opportunity as I struggle with shift patterns is there any way around this please?***

We aim to be as flexible as we can with our staff however with this programme there are certain timeframes we have to work to for the qualification purposes. If you need a more specific response please email our recruitment team - [recruitment@wmas.nhs.uk](mailto:recruitment@wmas.nhs.uk)

### ***Is it possible for current university student paramedics to come over to the trust via this process?***

Anyone is free to apply however we would always encourage people to complete any qualification that they are currently working towards. If you wish to have an offline conversation please email the recruitment team - [recruitment@wmas.nhs.uk](mailto:recruitment@wmas.nhs.uk)

### ***If you are a student with the trust can you still have council tax redemption letters?***

That's one for HMRC unfortunately, however you are classed as a full time employee and receiving a salary from your first day of employment.

***I can't afford not to work whilst I'm training, can I have another job alongside this?***

Our Student Paramedic programme is a full time role where you are employed by the Trust from the day you start and you are therefore being paid a salary.

***How often do you advertise for Student Paramedics? I'm really keen but not quite ready to apply***

If you register yourself on NHS Jobs and set up an alert on your account, the system will notify you when we advertise again.

For any other questions please email [recruitment@wmas.nhs.uk](mailto:recruitment@wmas.nhs.uk)