



Newly Qualified Paramedic (NQP) joint statement

25 November 2016

Following the publication of the new band 6 paramedic profile, and as part of a wider package of initiatives to improve the retention of paramedics, a 2-day national event was held last week to discuss the development of a Newly Qualified Paramedic (NQP) programme.

The objective of the two-day event was to design and agree a programme to better support newly registered paramedics during the first 2 years of practice, before they move as planned into an Agenda for Change Band 6 paramedic role.

Representatives from the English NHS Ambulance services, NHS Employers, Ambulance Trade Unions, the College of Paramedics and NHS England discussed what a 2-year period of consolidation of learning for NQPs would look like and how it would work in practice.

Everyone recognises the pressure on paramedics and the NQP programme is part of a package to improve retention and is designed to consolidate the skills, responsibilities and experience gained during the first few years as a paramedic while recognising that they are already HCPC registered.

The NQP role is about developing paramedics into the practitioners they want to be, and patients need them to be. Over the 2 days the group discussed issues such as; preceptorship, supervision and mentorship and the levels of support needed to progress and develop NQPs from theoretical knowledge to confident autonomous practice.

While the NQP programme is ordinarily over a maximum period of 24 months, NQPs may complete the programme in a shorter timescale, for example if they already have previous relevant experience. All NQPs will need to demonstrate that they meet the standards required by the consolidation of learning period.

In order to be clear and consistent about the role, and scope of practice of the NQP, the group looked at the development of a template national job description for introduction locally which will sit alongside a set of national principles to support the roll out of the programme.

Following this 2-day event, the NQP programme will be written and communicated to staff, including those who have qualified as paramedics since 1 September 2016 and are therefore within the scope. Employers will need to engage with staff, and their representatives, to decide what they need to put into place to support the NQP programme and make it a success locally.

ends