**NEW - Emergency Care Assistants preceptorship- update**

In 2023 we launched the Newly Qualified Paramedic (NQP) preceptorship framework, preceptorship policy, and deployment matrix utilising the past 9 months to review the implementation and success. The main element to preceptorship is recognising when new to role structured support and guidance is required. [Preceptorship Home page - SWAST CPD](https://swastcpd.co.uk/preceptorship/)

One of the key cultural changes for NQP’s was to ensure there was no solo response in the first 14 shifts and that appropriate deployment with appropriate experienced colleagues was essential. [NQP deployment matrix](https://swastcpd.co.uk/wp-content/uploads/Skill-mix-for-NQP-preceptorship-2024-4-1.pdf)

In addition to NQP’s we have begun to embed preceptorship for Emergency Medical Dispatchers and Dispatchers based on the principles set out in the preceptorship policy.

We are now pleased to update that we are moving at pace to fulfil the intended commitment to introduce a preceptorship framework and principles for Emergency Care Assistants (ECA). The first phase of this roll out is the launch of a new deployment matrix which will complement the deployment matrix for NQP’s.

**NEW for ECA’s with Immediate effect**

* ECA’s within their **first 6 months** will be referred to as an **ECA preceptee.**
* ECA preceptees **will not be deployed as a solo response** for the full 6 months.
* ECA preceptees **will not be deployable or required to sign on to a vehicle unless appropriately crewed** for the first 6 months.
* ECA preceptees **will not be crewed together.**

*Whilst we develop the wider ECA preceptorship framework this deployment protection will be for* ***6 months which is classed from after completion of the ECA and blue light driving course*** *and maybe reviewed once the wider framework has been developed.*

*There are many policies that will be required to be updated to reflect these important steps forward therefore please bear with us whilst this is completed and take this briefing note as effective with immediate effect.*

*We will keep you updated with the progress of the wider preceptorship framework roll out, which is to be trailed within the Integrated County Leadership Model proof of concept from May 2024, and as elements are tested will be implemented trust wide.*

Skill mix for Preceptee ECAs\*

|  |  |  |
| --- | --- | --- |
| **Hierarchy for shift planning purposes** | **First 6 months** |  |
| Band 6 clinician/Technician/Ambulance Practitioner |  | Acceptable and preferred |
| NQP 2 (12-24 months) |  |
| NQP 1 (6-12 months) |  |
| Apprenticeship paramedic |  |
| ECA post-6 months |  |
|  | | |
| NQP preceptee post- first 14 shifts and pre-6 months |  | To be avoided but acceptable only if green options not available. |
| Student paramedic with bank ECA contract |  |
|  | | |
| Preceptee ECA |  | ROC will not pre plan this skill mix combination. On-day planning will be managed by Duty OOs. Red skill mix is not allowed to be created preplanned or on-day. |
| NQP Preceptees in their first 14 shifts |  |
| Solo-responding |  |
| Mental Health Response Vehicle |  |  |
| GP Support Car |  |  |

**OVERARCHING AIMS**

During first 6 months there must be no solo-responding by preceptee ECAs and no double-preceptee ECA pairings. This applies to advance and on-the-day planning.

Whilst the aim is for preceptee ECAs to work at their own base station, as per the Relief Working hours policy it may be necessary to work at another station, to ensure the correct skill mix is maintained. This will be within the usual guidance set out by the Relief Policy. They are not to book onto a vehicle until appropriately crewed according to the skill matrix.

\*Preceptee ECA = ECA within first 6 months of starting frontline ops duties, not including driving or ECA course.

This matrix includes ECAs with CFR experience, as deployment conditions differ.