



## Your future, your choice

Join our amazing team,  
serving the wonderfully diverse  
and friendly English region of  
Yorkshire and the Humber.

Exciting paramedic  
career opportunities for  
international recruits





# Welcome

We are delighted that you are considering a career with Yorkshire Ambulance Service (YAS) and hope the next few pages give you a real feel for the many opportunities available to you.

We work as one team here at 'YAS,' with all of us committed to providing the very best care for all our patients.

Our **One Team, Best Care** strategy places our patients and the communities they live in at the heart of our ambitions, to ensure they experience fully integrated and responsive care.

We are all dedicated to achieving excellent outcomes for patients and service users. To ensure we can achieve our ambitions, we work hard to attract and retain talented people.

We want all our colleagues to feel valued, empowered and engaged so that they can perform at their best. If you choose to join our team you will be part of an organisation that is committed to developing a positive and inclusive culture.

We listen and respond to colleagues, embracing their ideas and innovation, and work together to create a healthy environment. We ensure that they have all the skills they need through on-going education and development, and a range of opportunities, recognising that people all have different aspirations.

If this all sounds like a team you want to be part of, to thrive within and share your very best with, we'd love to hear from you.

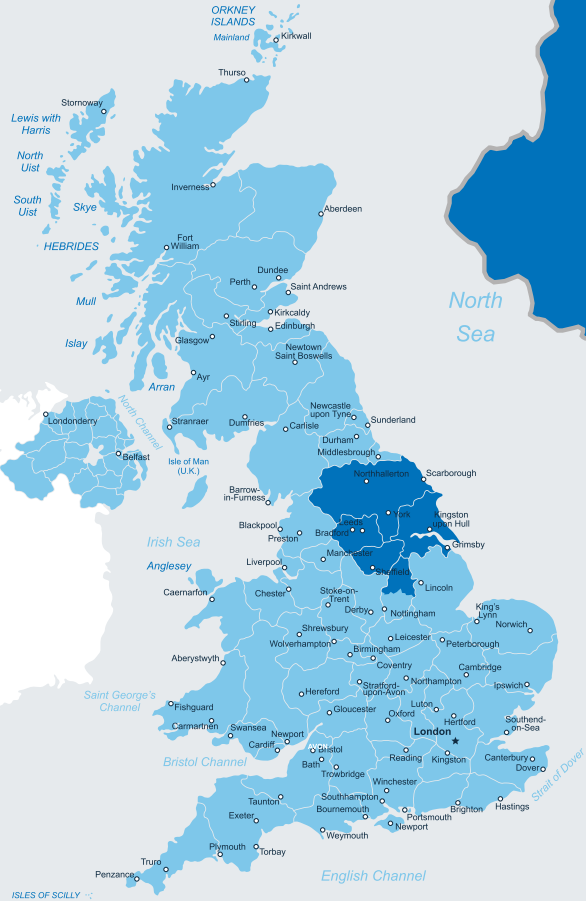
**Rod Barnes**, *Chief Executive*

**Nick Smith**, *Executive Director of Operations*

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# LIVING AND WORKING IN YORKSHIRE AND THE HUMBER



For a quick tour of our wonderful region, you can watch this short Welcome to Yorkshire film: **Welcome to Amazing - Welcome to Yorkshire**



- The population of Yorkshire and the Humber is around 5.4 million.
- The county covers nearly 12,000 square kilometres.
- Yorkshire is home to three of the ten largest cities in the UK – **Leeds, Sheffield** and **Bradford**.



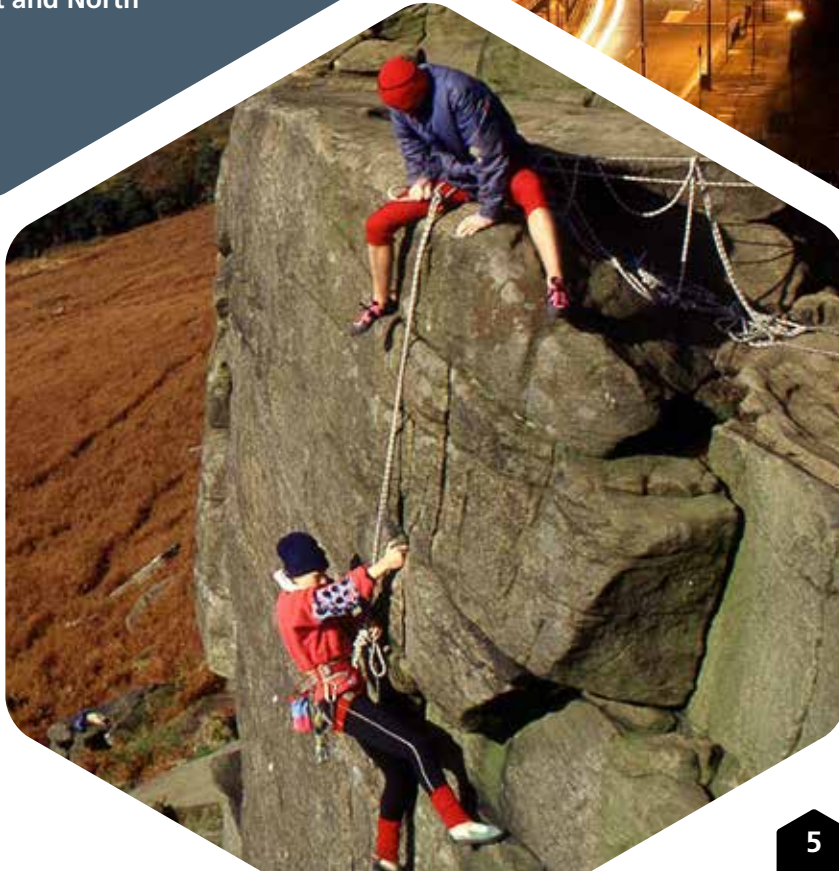
The region we serve is wonderfully diverse. Yorkshire boasts three national parks, a wild and rugged coastline and is home to three of the 10 largest cities in the UK. Whether you love the great outdoors, historical treasures or the buzz of city life – it's all on our doorstep.

The county stretches from the Pennine range of mountains and hills over to the North Sea coast and down from the River Tees to the River Humber near Hull, and then south of Sheffield.

Our region consists of four counties – West, South, East and North Yorkshire.



Images courtesy of Welcome to Yorkshire: [www.yorkshire.com](http://www.yorkshire.com)





**West Yorkshire** has amazing landscapes, busy modern cities, industrial heritage towns and pretty Pennine villages.

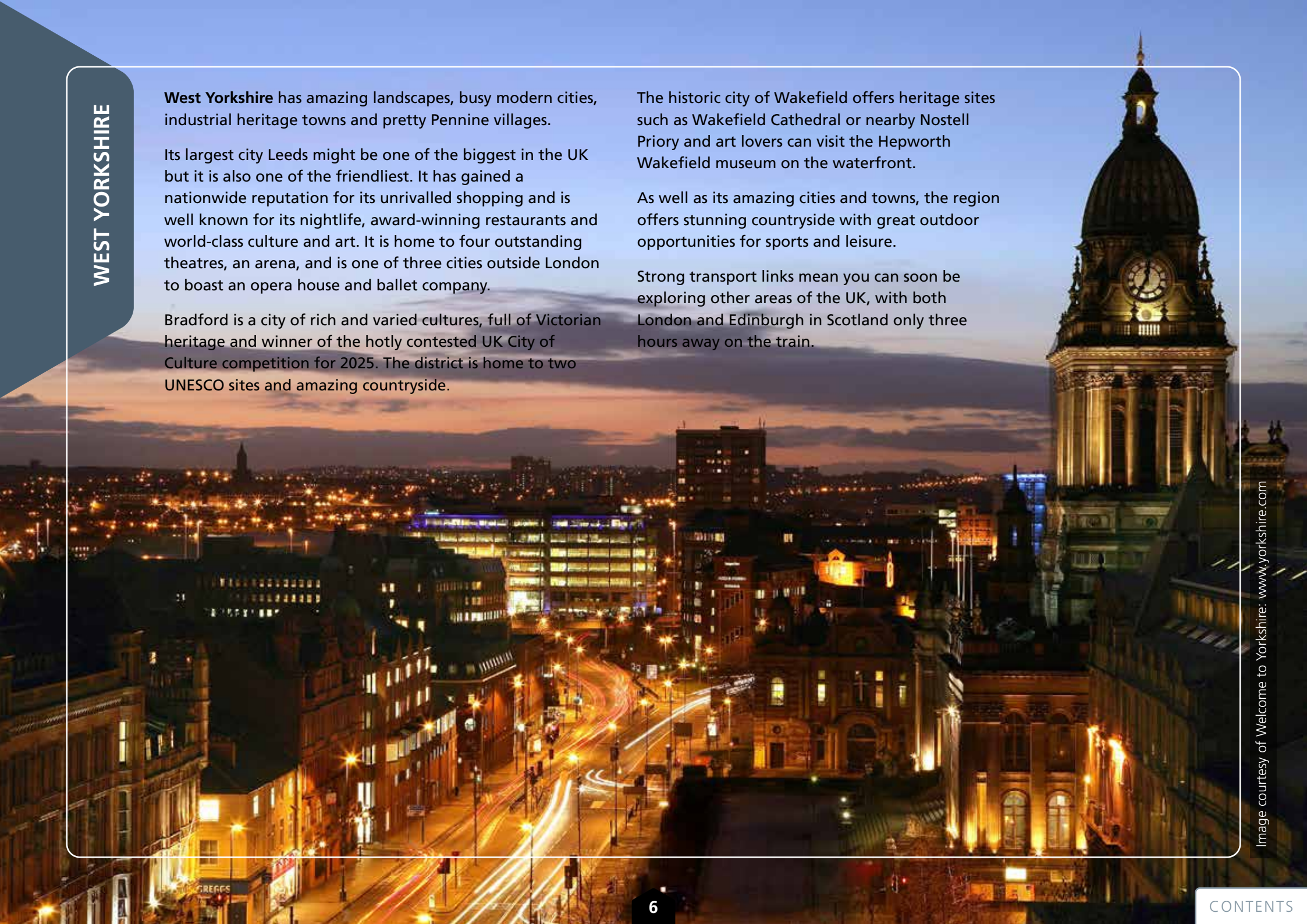
Its largest city Leeds might be one of the biggest in the UK but it is also one of the friendliest. It has gained a nationwide reputation for its unrivalled shopping and is well known for its nightlife, award-winning restaurants and world-class culture and art. It is home to four outstanding theatres, an arena, and is one of three cities outside London to boast an opera house and ballet company.

Bradford is a city of rich and varied cultures, full of Victorian heritage and winner of the hotly contested UK City of Culture competition for 2025. The district is home to two UNESCO sites and amazing countryside.

The historic city of Wakefield offers heritage sites such as Wakefield Cathedral or nearby Nostell Priory and art lovers can visit the Hepworth Wakefield museum on the waterfront.

As well as its amazing cities and towns, the region offers stunning countryside with great outdoor opportunities for sports and leisure.

Strong transport links mean you can soon be exploring other areas of the UK, with both London and Edinburgh in Scotland only three hours away on the train.





**South Yorkshire** offers stunning scenery, cities steeped in industrial heritage and hidden market towns.

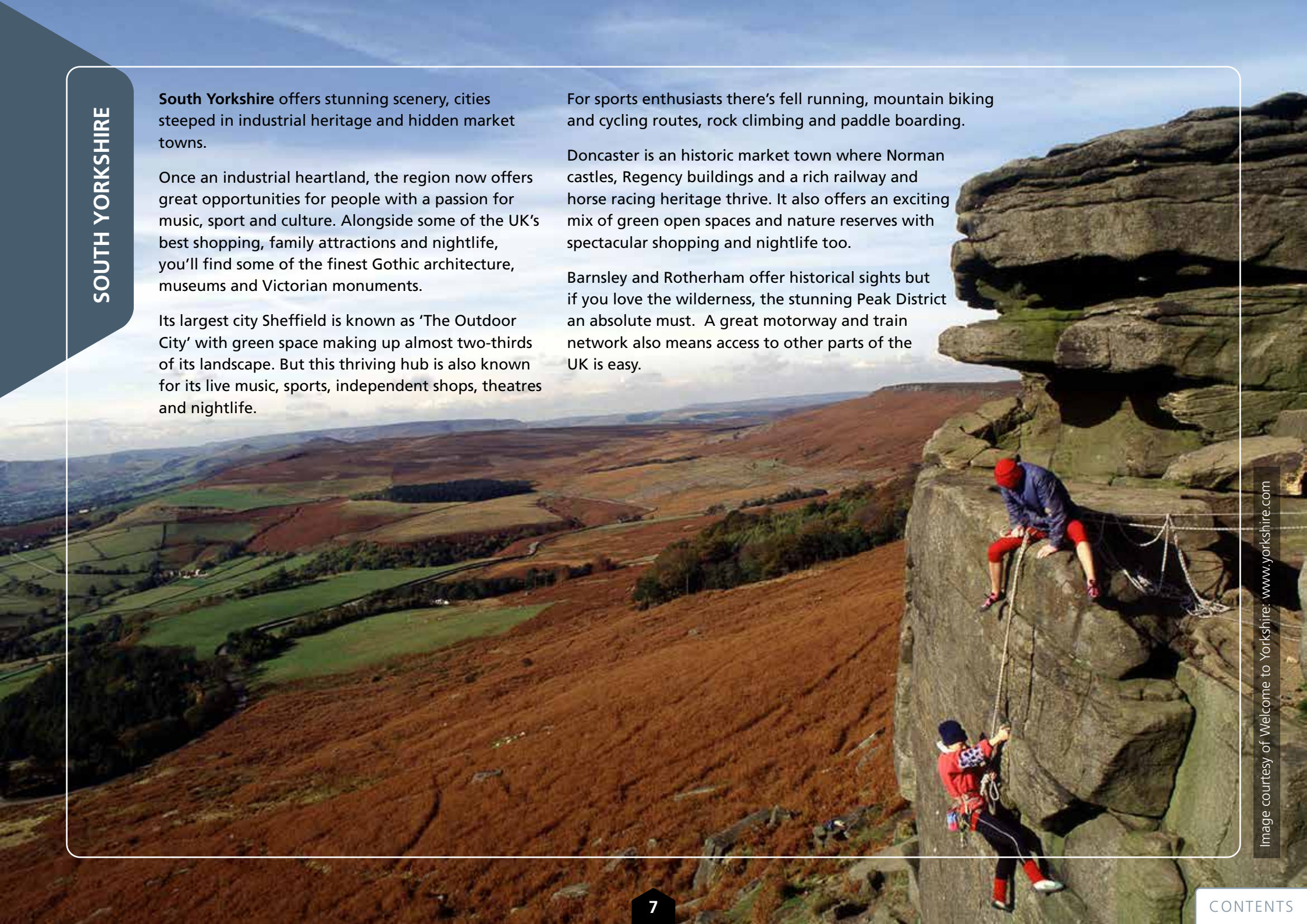
Once an industrial heartland, the region now offers great opportunities for people with a passion for music, sport and culture. Alongside some of the UK's best shopping, family attractions and nightlife, you'll find some of the finest Gothic architecture, museums and Victorian monuments.

Its largest city Sheffield is known as 'The Outdoor City' with green space making up almost two-thirds of its landscape. But this thriving hub is also known for its live music, sports, independent shops, theatres and nightlife.

For sports enthusiasts there's fell running, mountain biking and cycling routes, rock climbing and paddle boarding.

Doncaster is an historic market town where Norman castles, Regency buildings and a rich railway and horse racing heritage thrive. It also offers an exciting mix of green open spaces and nature reserves with spectacular shopping and nightlife too.

Barnsley and Rotherham offer historical sights but if you love the wilderness, the stunning Peak District an absolute must. A great motorway and train network also means access to other parts of the UK is easy.





**East Yorkshire** has at its centre the Yorkshire Wolds chalk hills and valleys and the Yorkshire Wolds Way, a fantastic route for exploring some of the most beautiful countryside in England.

In contrast the Humber is a commercial gateway and at its heart Hull, a large port and industrial city and the 2017 UK City of Culture. The historic market town of Beverley is north of Hull, with the famous Beverley Minster and racecourse. The coastline includes the seaside town and resort of Bridlington, with sandy beaches, promenades and harbour.





**North Yorkshire** is home to fishing villages including Staithes, Runswick Bay and Robin Hood's Bay and the larger family-friendly seaside towns of Whitby and Scarborough. The Yorkshire Dales and North York Moors national parks offer striking and beautiful landscapes and the county is also famous for its historic centres including York, Harrogate and Selby, as well as busy market towns, including Skipton and Northallerton.

Easy access to major airports across the north of England mean you can access low-cost flights to many European destinations when you're ready to explore further afield.



## 2 YAS AT A GLANCE

Yorkshire Ambulance Service NHS Trust – or YAS for short - is the region’s provider of emergency, urgent care and non-emergency patient transport services.

We work hard to ensure that patients receive the right response to their care needs as quickly as possible, wherever they live.

**We employ more than 7,000 staff and are supported by more than 1,000 volunteers.**

**We provide a vital 24-hour, seven-days-a-week, emergency and urgent healthcare service.**





## Our main focus is to:

- Receive 999 calls in our emergency operations centres (Wakefield and York)
- Respond to 999 calls, arrange the most appropriate response to meet patients' needs and get help to patients who have serious or life-threatening injuries or illnesses as quickly as possible
- Provide the region's Integrated Urgent Care (IUC) service which includes the NHS 111 urgent medical help and advice line
- Take eligible patients to and from their hospital appointments and treatments with our non-emergency Patient Transport Service (PTS).

## In addition we:

- Have a Resilience and Special Services Team (incorporating our Hazardous Area Response Team) which plans and leads our response to major and significant incidents such as those involving public transport, flooding, pandemic flu or chemical, biological, radiological or nuclear (CBRN) materials.
- Provide clinicians to work on the two helicopters operated by the Yorkshire Air Ambulance charity.
- Provide vehicles and drivers for the specialist Embrace transport service for critically ill infants and children in Yorkshire and the Humber.
- Provide clinical cover at major sporting events and music festivals.
- Provide first aid training to community groups and actively promote life support initiatives in local communities.

## We work closely with our healthcare partners including:

- **Primary care**, the first point of contact for patients in the healthcare system, acting as the 'front door' to our National Health Service (NHS). Primary care includes general practice, community pharmacy, dental, and optometry services.
- **Secondary care**, which is sometimes referred to as 'hospital and community care.'
- **Tertiary care**, which refers to providers of highly specialised treatment.
- **Commissioners**, who assess and understand our population's health needs, so they can plan services, procure them and monitor delivery.

We also work with other emergency service providers and a whole range of other organisations across our region.

Watch this **short film** to find out more about the many services we provide for the people of the region.







## OUR INTERNATIONAL RECRUITS



**Maddison Clapham** is from Brisbane, Australia, and decided to apply for a role at YAS for a variety of reasons. "In Australia it is challenging to get a job as a Newly Qualified Paramedic because there are not enough jobs for the trainees each year. Joining YAS was a great opportunity to experience living and working in another country and also to do some travelling.

"The whole process was great. We have all been so supported throughout, from recruitment and arrival in the UK to our induction and going out on the road as lead clinician for the first time. The pastoral care leads have been excellent and are always there if you need them. I was given shared accommodation with someone who lived 15 minutes away from me in Australia but who I'd never met!

"The induction process was very hectic because there was a lot of information to take on board, but the teachers were great and we were really well supported. It was a learning process for them as well, and I'm sure it will develop over time as they listen to all our feedback.

"It was a great idea to work with another clinician for a few weeks before going out on the road. Colleagues have been absolutely amazing and they are still there to support you when you need it, just a phone call away.

"Yorkshire is a lovely place to live and the best thing is there are so many wonderful places to visit nearby, like the Yorkshire Dales. If you're considering the move, take advantage of the opportunity while you have it. You'll have a blast and make some great friendships along the way."





**Sarah Sawyer** joined YAS in July 2022 from Bathurst, New South Wales, Australia. She had lived in the UK before and decided to apply for a paramedic role with YAS as a career move

"I found the interview and selection process reassuring and straightforward. Everyone was very friendly and welcoming and put you at ease. I thought it would be daunting, but it was an easy process to go through. On arrival in the UK we were met personally by the people involved in recruitment and our pastoral care leads. They met us at the airport and took us to our accommodation and made sure we had everything we needed. They continued to be on hand to help us and I can't speak more highly of the support we received.

"The induction process was hard work but a lot of fun. Fourteen of us came over together – 12 from Australia and two from New Zealand – and we didn't know each other but at the end of the induction we were a core unit. We had to keep on top of our protocol revision to make sure we were ready to go on the road but the people who looked after us through this process were outstanding and shared a wealth of knowledge and experience.

"I then spent about three weeks "third manning" on a vehicle and after that was ready to go out on a vehicle as the lead clinician. There was still more support if needed and the option to carry on "third manning" for longer. My first shift was a bank holiday – it was very busy but it went ok – a testament to how well they prepared us. It was daunting at first but very rewarding.

"My advice to anyone considering the move would honestly be to push your boundaries. If you don't step outside of your comfort zone, you don't know what's possible. Make a pros and cons list and keep in mind it's a fair distance from home – but when you get here you settle in together and find common ground. It will be an invaluable experience in your career and you will make friends for life."



**Zac Aarons** is from Melbourne, Australia, and decided to join YAS as he had always wanted to live overseas. "It's a great opportunity to meet different people and see different things.

"The whole programme looked very supportive and the recruitment process was a sound process, with really quick responses to any questions. Everyone made themselves very available and all the information we needed was accessible.

"We were met at the airport on arrival in the UK and allocated a mentor, who was contactable at all times. It was good to know we had accommodation organised and waiting for us and we were made to feel very welcome the whole time. The induction process was really good and very necessary, as there are key differences in the way YAS operates compared to back in Australia, and guidelines we need to follow. We also put forward our own recommendations for the induction process, which they've listened to and taken on board.

"Going on the road was a very daunting experience and I was very nervous, as you need to absorb so much information. But a couple of months in, I felt much more confident as I work with a bunch of really supportive people.

"For anyone thinking about working overseas, I would recommend you really be open-minded about coming over. You will feel homesick and lonely at times but it's about building resilience. The pay-off is the whole career experience, meeting new people and seeing new places."





## YOUR FUTURE, YOUR CHOICE

A range of opportunities, challenges and ways to progress your career here at YAS.

**We're proud of our new paramedic career pathway, which offers exciting opportunities and choice.**

It aligns to the College of Paramedics' post-registration career framework and provides clear progression routes at all levels for our frontline staff, from entry to post-graduate, in urgent or critical care.

We offer fully funded university education, clinical rotations to further enhance skills and knowledge and excellent mentoring and leadership skills to support colleagues and Team Based Working

And this will all benefit our patients through increased specialist paramedic confidence and competence in clinical decision-making.





Paramedics can choose to become Specialist Paramedics in **Urgent Care** or **Critical Care**. Specialist Paramedics continue to play a fundamental role in the delivery of clinical care to patients but also provide advice, support, guidance and development to the wider clinical workforce in relation to patients in their specialism.

Working in our Clinical Hub in our Emergency Operations Centre (EOC), they provide peer support to colleagues on the frontline if they want to discuss patient care, so decisions need not be taken in isolation. They also support the triage of patients calling into the centre whenever necessary.

**Specialist Paramedics in Urgent Care** are specialists in caring for patients with minor illness, minor injury, chronic and complex conditions or those who are frail, elderly or nearing the end of their life. They provide an operational clinical response, senior clinical support in our EOC and spend blocks of time on rotation in GP practices (primary care) or urgent treatment centres.

**Specialist Paramedics in Critical Care** are specialists in caring for patients with serious or major trauma, critical or complex acute illness and those requiring resuscitation. They provide an operational clinical response and senior clinical support in our EOC. We have Specialist Paramedics in Critical Care working in six Rapid Response Vehicle-based teams across Yorkshire as well as within the Yorkshire Air Ambulance and Hazardous Area Response Team (HART) services.

The next stage in this career progression is **Advanced Paramedic** in Urgent Care or Critical Care, who are an essential part of developing our wider clinical workforce and fundamental to the clinical supervision and governance of Specialist Paramedics. In addition to providing advanced practice clinical care, their role focuses around the four pillars of advanced practice, undertaking activities related to advanced clinical practice, clinical leadership, research and audit, and education.

As an organisation we also have several **Consultant Practitioner** roles.







We offer many other clinical, management and research opportunities for our paramedics.

**Hazardous Area Response Team (HART)** members are equipped to safely locate, stabilise, treat and rescue casualties from dangerous environments such as collapsed buildings or crashed vehicles. They can provide emergency treatment in precarious rescue operations where patients may be trapped or in places where access is difficult, such as heights, underground or in water.

There are a range of management opportunities available for Paramedics including **Team Leaders**, who are responsible for their team's development, clinical performance and patient care, and **Area Operations Managers** who have more of an external focus. They work closely with key partners in their geographical area and are responsible for performance and planning.

We have a strong history of supporting research with the pharmaceutical industry, universities, and NHS partner organisations, including the National Institute for Health Research Clinical Research Network. There are part-time and full-time opportunities for **Research Paramedics**, taking part in trials recruiting patients.

Our Paramedics are integral to the work of the **YAS Academy**, which provides a range of learning, training and apprenticeships. Paramedics can be seconded into the Academy or make it a permanent career choice, sharing their knowledge and experience in the design, delivery and assessment of learning, ensuring our workforce are confident and competent in their roles.





To save lives and ensure everyone in our communities receives the right care, whenever and wherever they need it.



To be trusted as the best urgent and emergency care provider, with the best people and partnerships, delivering the best outcomes for patients.





*"I love every minute of the job. Every day, every incident and every patient is different and that's great. The job tests me and pushes me to think on the spot and I get a real buzz from that."*

*"I always make sure patients have all the help and support they need and love going the extra mile for them. When we receive thanks from our patients that's a bonus. It isn't why we do it, but it does make a real difference to us."*

Matondo Manzeninga,  
Paramedic – Team Leader

**More than 2,300 paramedics and student paramedics work across our region in a variety of settings and in many different roles. One thing we can guarantee if you join YAS is a whole world of opportunities.**

**We are proud of the many different ways our paramedics can progress their careers, in recognition of the fact that people have varied interests and aspirations.**

**We are also proud of our Team Based Working which means you will be part of a local team, with all the clinical leadership and support you need, and of course, that important sense of belonging.**



**Adrian Fell,**  
Advanced Paramedic for Critical Care

"The ambulance service became my work home in 2005. Since my very first day when I arrived at the large bustling station in the middle of Leeds, I have never looked back. I still call Leeds Ambulance Station my work home, but it has changed somewhat from my initial role as an Emergency Medical Technician.

My role as an Advanced Paramedic for Critical Care within the Trust is that of a strategic clinician. This provides a huge amount of variety to my working day and week. Predominantly my time is spent supporting and developing a cadre of Specialist Paramedics in Critical Care who are on a programme of learning and development within the service and in conjunction with one of the region's universities.

When not directly supporting my team, I can be found supporting the wider Trust with the development of clinical practice, clinical guidelines and working with external stakeholders to develop and improve our critical care services for the patients we serve. Along with this I still practise clinically on a regular basis and have the privilege of working all over the county of Yorkshire. It involves dealing with very different emergencies and high acuity work in the rural countryside and in the busy metropolises, be this via a rapid response vehicle (RRV) or our county's Helicopter Emergency Medical Service (HEMS). There are a lot of themes in my role, but certainly there are never two days the same. A lot has changed since my first day in 2005 as a trainee at Leeds Ambulance Station - opportunity favours the brave!"





**Georgina Godfrey,**  
Helicopter Emergency Medical  
Service Paramedic with Yorkshire  
Air Ambulance

“Originally I started working life as a dental nurse, following in my family’s footsteps. However, a year later I decided to pursue a medical career, an ambition which derived from a serious fall I had when I was younger, after being inspired by the ambulance crew that helped me.

I studied to become a Paramedic at university. My placements were with Yorkshire Ambulance Service. Everyone, from my mentor to crew mates and management, was friendly and encouraged me through my studies. I knew when I qualified that I wanted to work for YAS. I joined as a Paramedic in 2012 working on an ambulance and later, on a rapid response vehicle. I have worked as a Clinical Supervisor and now a Specialist Paramedic in Critical Care. I carry extended scope drugs and equipment to be able to deliver critical care to our service users who are most severely unwell. I am currently on secondment to Yorkshire Air Ambulance where I am working as a Helicopter Emergency Medical Service Paramedic. I work alongside some amazing doctors and pilots and get to see beautiful Yorkshire from the air!

There are so many opportunities within YAS whether it’s in urgent or critical care, management or the Emergency Operations Centre.”





**Ikhtlaq Hussain,**  
Specialist Paramedic  
Urgent Care

“Both myself and my brother Shazaad commenced our work with Yorkshire Ambulance Service in 2002 and 2000 respectively. Prior to joining YAS we were both taxi drivers at a local company. We both initially worked for YAS as patient transport service drivers, which mainly involved transporting patients to and from hospitals/clinics for their routine appointments, physiotherapy, rehabilitation and dialysis.

Within a couple of years, Shazaad progressed and became an Emergency Medical Technician on the accident and emergency side of YAS. He then completed his Paramedic training alongside studying Medicine at the University of Leeds. Currently Shazaad works as a Family Physician in Canada. I progressed onto the emergency side in 2010 as an assistant practitioner/ emergency care assistant. I completed my Paramedic studies in 2016 and currently I work as a Specialist Paramedic in Urgent Care, which involves working solo on a rapid response vehicle to provide emergency and urgent care. We carry a variety of antibiotics and analgesics. We are also trained to manage minor wounds/skin tears.

As brothers we would have never imagined that our sons would also make their careers within YAS. Shazaad’s son Umar started with YAS as a patient transport service driver and shortly after, he completed his paramedic course. He now works as a full-time paramedic with YAS. My son Ameer started his journey with YAS as an NHS 111 call handler. He then progressed to become an emergency care assistant and shortly after completed his associate ambulance practitioner course. Ameer is currently a student paramedic.

The career progression opportunities within YAS are many. There are a diverse range of roles to meet the challenges associated with providing excellent clinical care to a large diverse demographic.



**Simon Froggatt,**  
Advanced Paramedic  
Urgent Care and our  
Paramedic Ambassador

“I joined YAS in 2010 and have been here ever since, originally growing up in Nottingham. I am now an adopted Yorkshireman and love everything the region has to offer. I have held various roles from Paramedic to Emergency Care Practitioner and recently commenced a brand-new role in YAS as an Advanced Paramedic in Urgent Care. The biggest part of my role is to strengthen the local clinical leadership structure, supporting the development of Specialist Paramedics in Urgent Care through their additional education and training programmes. The role is varied and interesting and it allows me to undertake a mixture of activities. I get to understand the real problems and challenges by listening and engaging with our clinicians, patients and communities. I can then use this to inform and develop policies and pathways which directly impact on improving patient care.

I am a passionate clinician and still enjoy treating and helping our patients and communities in Yorkshire. Medical patients with multiple comorbidities, a medication list as long as your arm, and a vague list of seemingly unrelated symptoms really interest me. Even in my undergraduate studies it was always the complexity of medical scenarios and urgent care that grabbed my interest. The Trust is supporting a model of rotational working for our Specialist Paramedics in Urgent Care with them spending 50% of their clinical time with a GP surgery and 50% back with the Trust; this really helps with developing their clinical skills and knowledge, but also brings variety and increased job satisfaction. The Trust is really looking to embed specialist and advanced practice within the organisation, aligning our training and education to national frameworks and ensuring we have parity with other healthcare professions in specialist and advanced practice. It is a really exciting time to join us!”





**Elisha Miller,**  
Research Paramedic

“My career in the pre-hospital ambulance service environment started in 2009 when I was an urgent call taker in the Emergency Operations Centre at YAS. This temporary role involved taking phone calls from GPs, District Nurses and NHS hospital trusts who have deemed that their patient requires hospital admission or transfer from hospital to an alternative destination such as a care facility or a hospice. My role was to arrange the appropriate emergency or urgent ambulance transport.

I did this for nine months before I decided that I wished to see the other side of the ambulance service. I was interested in the patient assessment and hospital handover aspects. I applied to Coventry University and was accepted on their Student Paramedic Foundation Degree programme which I completed in 2013. I then commenced employment with West Midlands Ambulance Service as a Paramedic.

As I am originally from Yorkshire, I decided that I wished to return to my home county and recommenced employment with YAS in 2016 at Leeds Ambulance Station. I am now a Research Paramedic which means that my role involves the auditing of investigational study drugs, designing and carrying out training for Paramedics involved in our upcoming studies, liaising with trial managers, Clinical Trials Units and other ambulance services, ensuring compliance with good clinical practice and research guidelines, presenting research findings at conferences and supporting both BSc and MSc students with the required ethical approvals to enable them to carry out their university work. I have been able to complete my own MSc with my dissertation project focusing on burnout within emergency ambulance service staff. I qualified as a Paramedic in 2013 and I have been a Research Paramedic since 2019. Time flies when you’re having fun!”

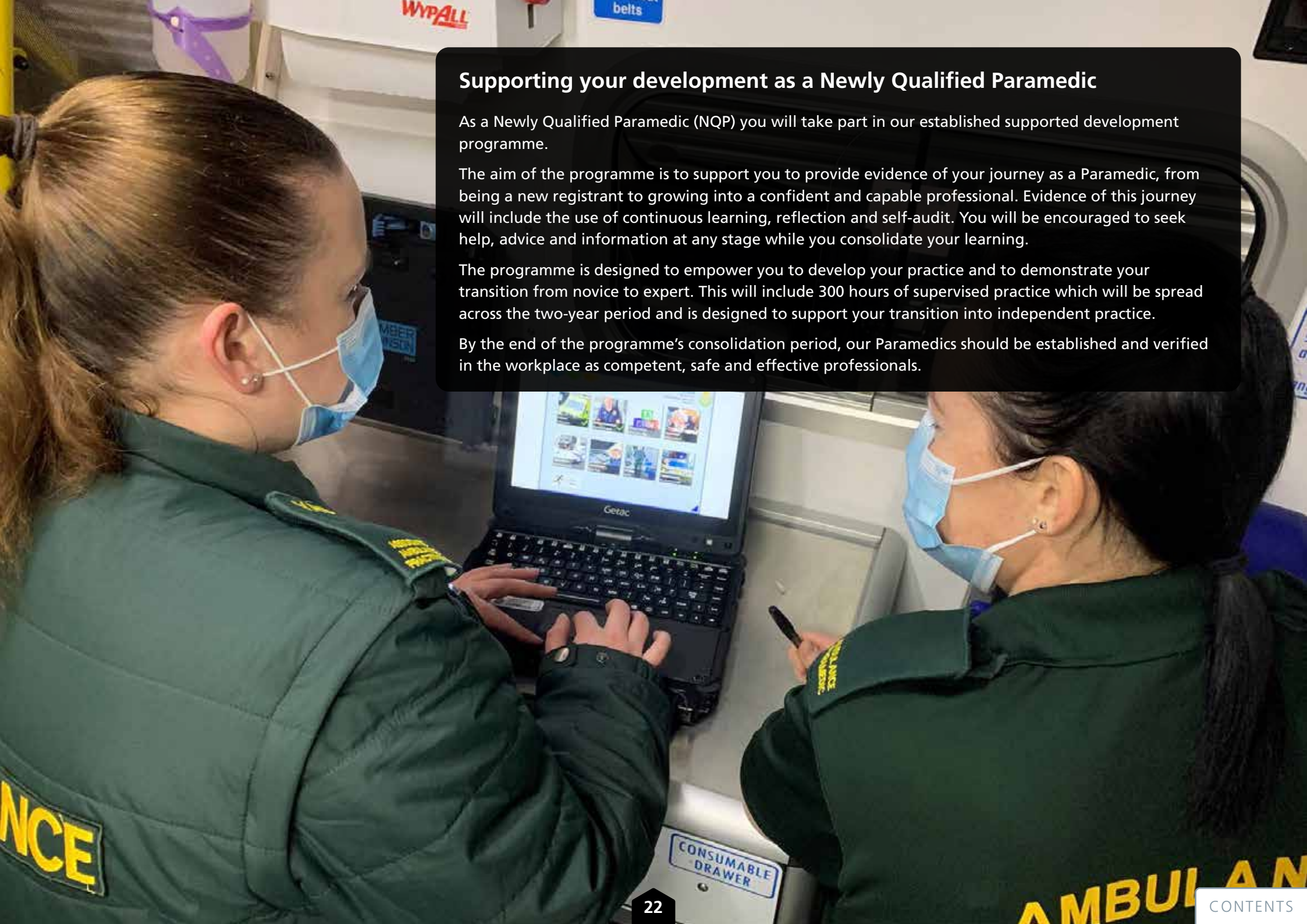


**Charlie Wood,**  
Specialist Paramedic in Critical Care

“Working as a Specialist Paramedic in Critical Care (SPCC), I work both frontline and on rotation in EOC, where I support with the dispatching of other SPCCs across the region. My shifts can be very diverse and varied. Starting with receiving a handover from my colleague on the opposite shift, to taking part in a debrief with them if required.

As the role is in its infancy and evolving, I am taking part in additional skills training and building my knowledge through studying theory, shared learning, reflections and experiences with my peers, in order to contribute to the team’s clinical governance. I have also just started studying a PGDip in Advanced Practice in Critical Care.

The part of the job I enjoy the most is applying my extended knowledge and skills to empower and support crews with formulating treatment plans and providing enhanced and critical care to a variety of potentially complex and time-critical patients. This could be through attendance at an incident, remotely in EOC, as part of local education and training, or at the request of an individual member of staff. I feel this is fundamentally the most important aspect of the role, as I believe it will help to shape and inspire the next generation of paramedics.”



## Supporting your development as a Newly Qualified Paramedic

As a Newly Qualified Paramedic (NQP) you will take part in our established supported development programme.

The aim of the programme is to support you to provide evidence of your journey as a Paramedic, from being a new registrant to growing into a confident and capable professional. Evidence of this journey will include the use of continuous learning, reflection and self-audit. You will be encouraged to seek help, advice and information at any stage while you consolidate your learning.

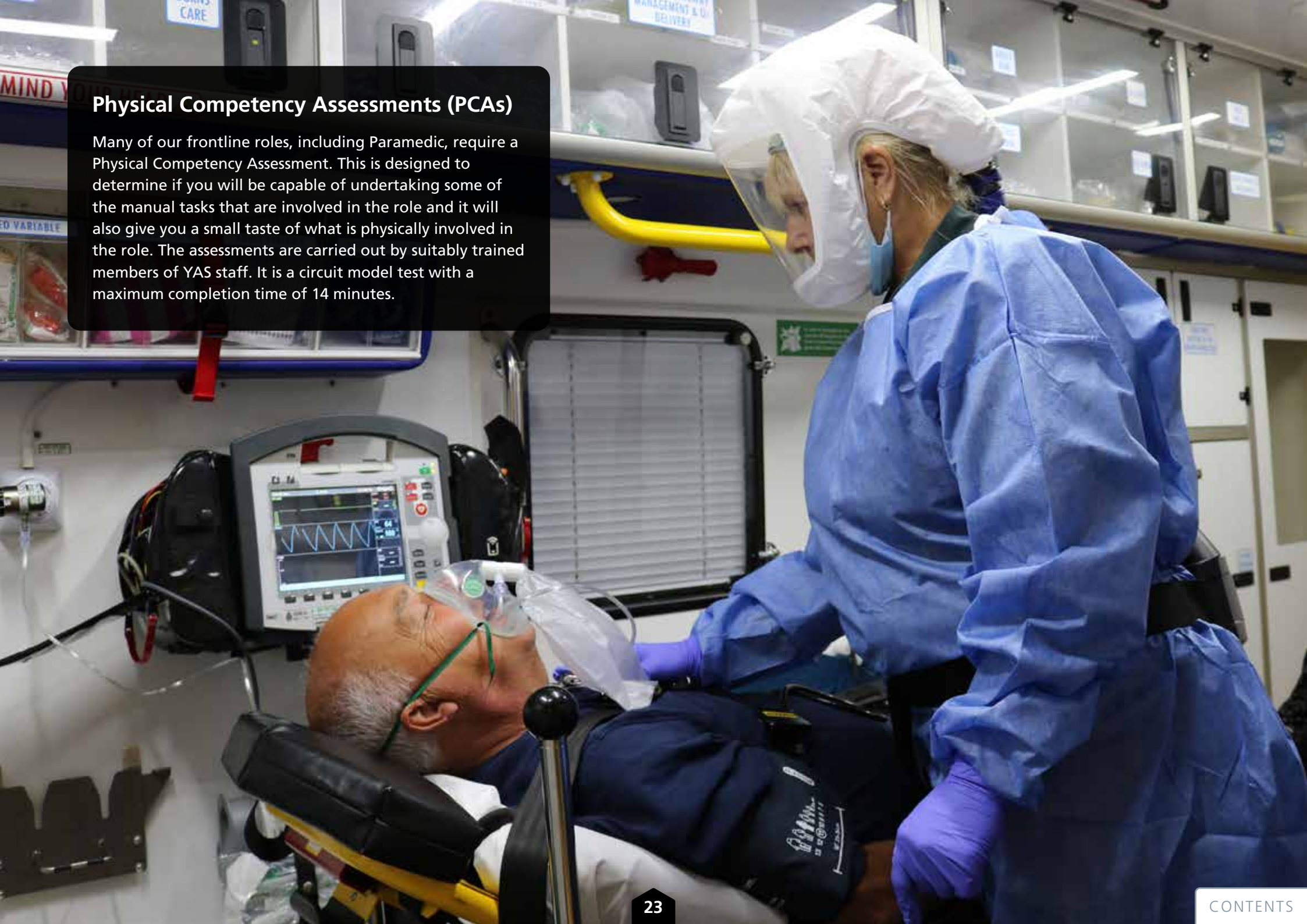
The programme is designed to empower you to develop your practice and to demonstrate your transition from novice to expert. This will include 300 hours of supervised practice which will be spread across the two-year period and is designed to support your transition into independent practice.

By the end of the programme's consolidation period, our Paramedics should be established and verified in the workplace as competent, safe and effective professionals.



## Physical Competency Assessments (PCAs)

Many of our frontline roles, including Paramedic, require a Physical Competency Assessment. This is designed to determine if you will be capable of undertaking some of the manual tasks that are involved in the role and it will also give you a small taste of what is physically involved in the role. The assessments are carried out by suitably trained members of YAS staff. It is a circuit model test with a maximum completion time of 14 minutes.





We are proud of our people and the diversity in our workforce. Harnessing the different experiences, backgrounds and personalities of our people creates a workplace culture that we all value, and helps us provide the best possible care to the people we serve.

Diversity and inclusion are at the heart of our core values and our values contribute to making Yorkshire Ambulance Service the unique place it is. We respect staff for their individual age, gender, race, cultural background, career experience, skills, beliefs (religious and philosophical), sexual orientation, and more.

We know that a workforce made up of people from all kinds of backgrounds widens the range of thinking that takes place in our organisation and helps us better understand and engage with our patients and the communities they live in.

### **Staff networks**

We are passionate about the establishment of staff networks and fully recognise the benefits to both our staff and the wider organisation. The aim of these groups is to provide an opportunity for staff that share one or more aspects of their identity such as their sexual orientation, race, or disability status, to communicate, network, meet and support each other.

Staff networks also provide an opportunity for staff to engage with the organisation about service or employment issues and to work with the organisation to address any discrimination or barriers that our workforce may face. They include the:

- Pride@YAS - Lesbian, Gay, Bisexual and Transgender (LGBT) Staff Network
- Women and Allies' Network
- Black and Minority Ethnic Staff Network
- Disability Support Network.

Our Diversity and Inclusion Unit provides strategic and operational advice and support to the Trust's Management Team, its staff and other key stakeholders on all matters around diversity and inclusion.



We take the health and wellbeing of our staff very seriously and provide support and advice and aim to cultivate an environment which encourages staff to stay well whilst at work.

Our services include:

- **Employee Assistance Programme** – available 24/7 to provide help and advice when required whether the problem is personal or work-related. Advice is available on a range of issues including finance, childcare, bereavement, drug and alcohol misuse, mental health concerns, stress, anxiety and depression.
- **Mental Health First Aid Training** – we are working towards our vision to train all staff in Mental Health First Aid to increase the awareness and understanding of mental health issues, how they can affect our workforce and how staff can support one another.
- **Occupational Health** – we provide a range of occupational health and wellbeing services tailored to the needs of our diverse workforce.
- **Physiotherapy Advice Line** – this service gives colleagues the opportunity to discuss their musculoskeletal problems with a clinician who will provide advice and support on how to best manage/improve symptoms.
- **Physical Activity and Healthy Lifestyle** - our Employee Health and Wellbeing Team has created a calendar of promotional events aimed to encourage and promote a healthy lifestyle.
- **Flu Vaccination Programme** – we provide free vaccines for all our staff, protecting them, their families and their patients.

With the additional pressures that the COVID-19 pandemic has inevitably led to for our staff, we have ensured that extra support is available. This includes confidential psychological support, welfare vehicles providing refreshments for our staff at the main emergency departments at peak times, holistic therapies and peer-to-peer support. We continue to work closely with colleagues and respond to their feedback so we can update and extend this support as required.



# JOIN US FOR A REWARDING CAREER

We know starting a new job in a new country can be daunting, so we will make every effort to support you with practical help and a proper Yorkshire welcome.

We are working to ensure our new colleagues from Australia and New Zealand will be teamed up at stations and we will provide shared rented accommodation for the first couple of months.

To get you started in your new home, we will also provide a welcome pack containing the basics.

A dedicated social media group will mean you have a local point of contact at your station, available every week to support you with any questions. Practical help will also be available for things like setting up a bank account. For more information on this contact [gavin.austin@nhs.net](mailto:gavin.austin@nhs.net)

## **Committed to your development and training**

On-going training and development is encouraged for all our staff. In addition to statutory and mandatory courses we offer a whole range of opportunities for our staff to support their personal and professional development. There are various Continuous Professional Development opportunities available to you, both with YAS and at universities within the Yorkshire region.

These may include:

- Developing advanced clinical assessment skills
- Mentorship modules
- Various Bachelor of Science and Master of Science degree options
- Partnerships with universities – secondments into lecturer roles
- Partnerships with GP surgeries – secondments into clinical roles
- Quality Improvement Fellowships
- Clinical Fellowships.

## **Reviews and support**

Our staff have personal development reviews with their line manager or supervisor every year to ensure they have all the support they need to achieve their objectives and help us perform as an organisation.

## **Annual leave**

You will have 35 days of annual leave, including bank holidays (37 days after five years' NHS service and 41 days after 10 years' service)

## **Pension**

You will automatically become a member of the 2015 NHS Pension Scheme, which is a career average pension scheme.

## **Flexible working**

We are committed to helping staff improve their working lives and balance their responsibilities at work with their personal commitments.

## **Car lease scheme**

This is available for staff who are required to travel as part of their normal employment with the Trust.

## **Cycle to work scheme**

A salary sacrifice cycle-to-work scheme to encourage you to take the healthy and environmentally friendly option and save money.

## **Discount schemes**

You will have access to NHS discounts, which offer NHS employees a whole range of money-saving deals.



# WHAT WE NEED FROM YOU

One of our key priorities is to attract, develop and retain a highly skilled, engaged and diverse workforce. We want ***“our people to feel empowered, valued and engaged and to perform at their best.”***

## But what do we need from you?

All roles within Yorkshire Ambulance Service require a diverse range of skills, experience and knowledge which will be clearly explained in the job description. But there are abilities we need from all our people, whatever the role.

**You will need to be a team player** – we are one team!

**You will use your initiative and determination** – to get the job done whatever the challenge.

**You will be keen to gain new skills and always learning** – to keep pace with change and to develop professionally.

**You will be well organised and able to plan your work** – to ensure we always deliver.

**You will be good at communicating with others** – this is key, whether it is with colleagues, patients and the public or our partners.

**You will be able to anticipate and solve problems** – working individually or as part of a team, we need to be ready to tackle all challenges.

**You will need to embrace change** – the needs of our patients and their communities change, so we can never stand still.

**You will put patient care and customer relations at the heart of what you do** – because that’s why we’re here.

## Respecting each other

We always expect professional behaviour in the workplace and that colleagues respect each other.

***“Respect is about treating others the way you would like to be treated, with politeness, courtesy and compassion. It’s about demonstrating through our words and actions that we are part of a workplace where everyone feels like they are listened to, valued for their personal abilities and qualities and where differences are seen as a strength to be celebrated - a workplace where we are all part of a team and where we can all be our true selves.”***



Rod Barnes, Chief Executive



Finding out more about YAS

If you'd like to find out more about us, you can

Visit our website [www.yas.nhs.uk](http://www.yas.nhs.uk)

Follow us on:

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