



ASSOCIATION OF
AMBULANCE
CHIEF EXECUTIVES



Building a sustainable model for Advanced Paramedic Practice



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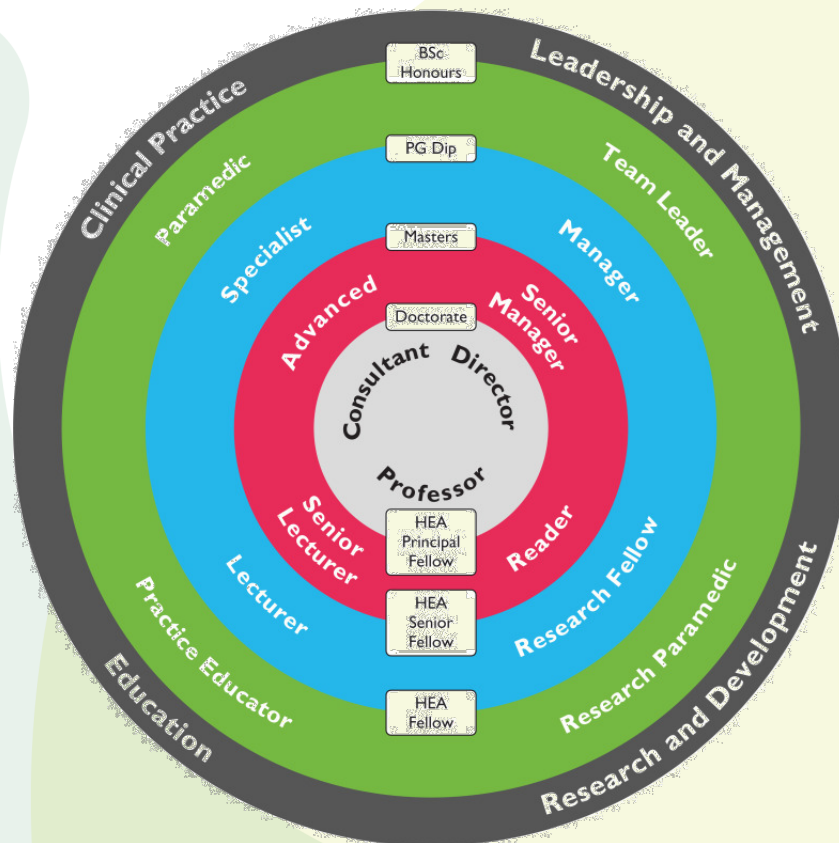
Welsh Ambulance Service University NHS Trust



Professional Framework for Enhanced, Advanced and Consultant Clinical Practice in Wales



College of Paramedics Career Framework 2018



Classification: Official

The Centre for Advancing Practice

Multi-professional framework for advanced practice in England

2025



Advanced Paramedic Practice Model



London Ambulance Service
NHS Trust



GIG
CYMRU
NHS
WALES

Ymddiriedolaeth Brifysgol GIG
Gwasanaethau Ambwlans Cymru
Welsh Ambulance Services
University NHS Trust

Exploring the evolution

METHOD

LAS ↔ WAST

12 APPs (buddy pairs)

PARTICIPANTS:

6 selected from each service

SCHEDULE:



London

1 WEEK

Wales



- Urgent care response
- GP placement
- Control room



**REFLECTIVE
INTERVIEWS**



Building a sustainable model

FOUNDATIONS



Standardised
supervision
frameworks

STRUCTURE



Clinical
leadership

SUPPORT

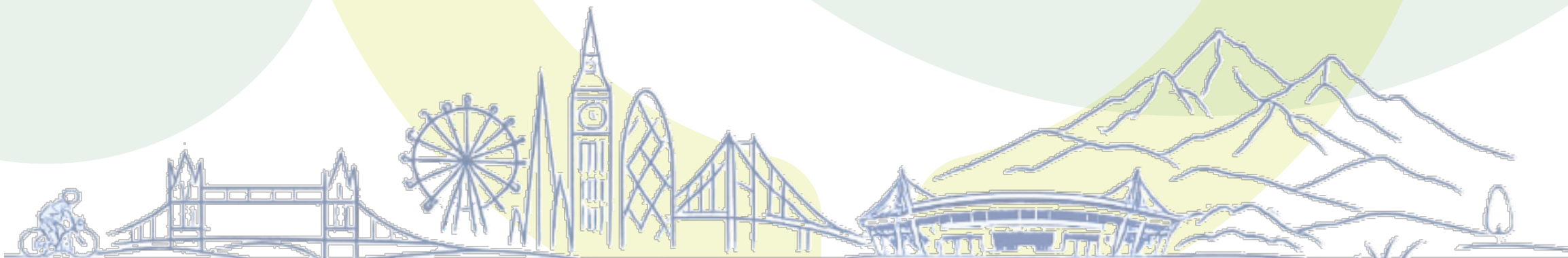


Protected
time

INTEGRATION



Cross-sector
visibility



Standardised supervision framework

FOUNDATIONS



Standardised
supervision
frameworks

Prioritise robust, standardised supervision frameworks

Earlier implementation to support development of advanced paramedic programmes



LAS **revised** and maintained current structure



WAST **strengthened** governance structures to support supervision





Strongest enabler of confidence and capability

Assists with role clarity

Promotes meaningful engagement with the 4 pillars



LAS **expanded** its clinical supervisor team and **mirrored** the clinical leadership structure within other areas of the trust



WAST **created** and **implemented** the Senior Advanced Paramedic role



Protected time for learning



Reduced cognitive overload in early phases of learning

Provides opportunity to clearly define scope within each practice area

Allows for portfolio development in line with post MSc expectations



LAS reduced expectations on trainees to support **protected learning time**



WAST trainee **APP pathway** now established.
New **ePortfolio** and clinical **APP curriculum** in development



Integration and collaboration

INTEGRATION



Cross-sector
visibility

INTERNAL: with the organisation

CROSS SERVICE: between other
ambulance services

CROSS SECTOR: with the wide health
system



LAS **broadening** their
rotational working offering
within the trust and engaging
with the **development** of
neighbourhood teams



WAST primary care, APPNAV,
and SPOA across all health
board areas.
Palliative care growing

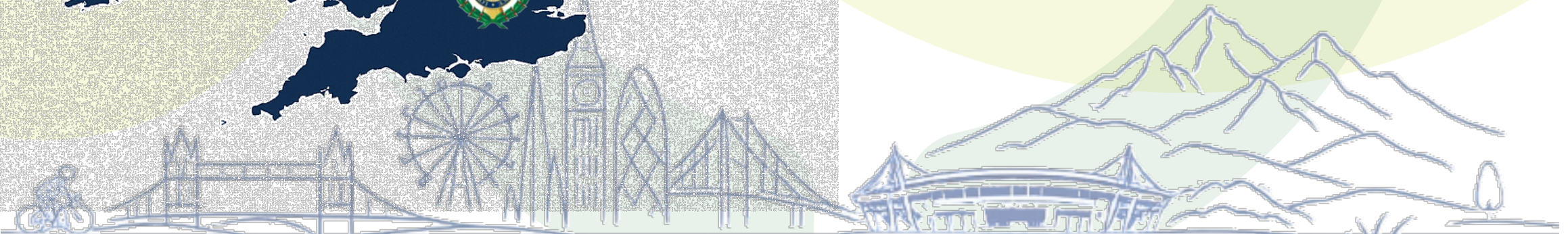
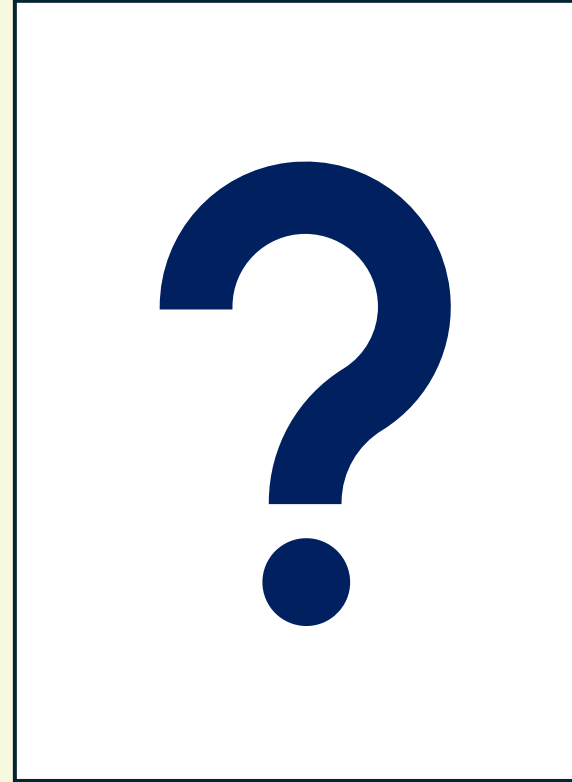
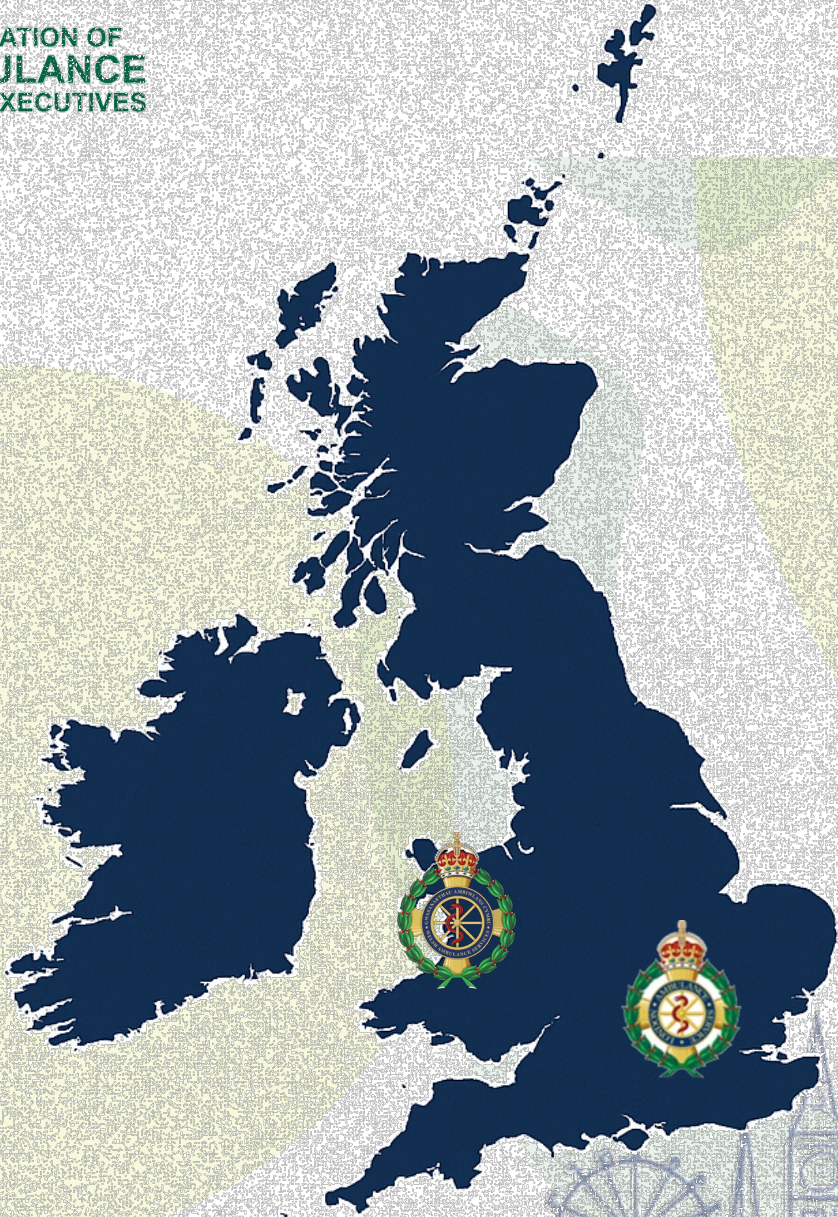




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ALF2026
Ambulance Leadership Forum



Building a sustainable model for Advanced Paramedic Practice

INTRODUCTION

An exchange program between two independently developed Advanced Paramedic Practitioner (APPs) teams was undertaken. Whilst the schemes had evolved independently, the evaluation revealed strikingly consistent themes. Comparison helped both organisations identify strengths, weaknesses and directions for evolution. The conclusion valuable insights into what could support long-term workforce sustainability.

AIMS

Examine: Structured supervision on APP development, identity formation, and progression in the four pillars of practice.

Compare: The core features of independently developed APP schemes to identify which elements most contribute to sustainability.

Understand: Experiential aspects of APP work across differing healthcare geographies, including remote consultation, rotational placements, and interprofessional collaboration.

Recommend: Translate findings into a practical guide to assist with future workforce planning.

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REFLECTIVE INTERVIEWS



CONCLUSION

The project reinforces that sustainable APP programmes could share common foundations regardless of geography.

FOUNDATIONS



Standardised supervision frameworks

STRUCTURE



Clinical leadership

SUPPORT



Protected time

INTEGRATION



Cross-sector visibility

A well-supported APP workforce is a key driver of safe, efficient, and sustainable patient care across an organisation.

