



# **PHEM CLINICAL FELLOW (HEMS)**





## **LINCS & NOTTS** **AIR AMBULANCE**

Thank you for your interest in joining the Lincs & Notts Air Ambulance (LNAA). We are a friendly, inclusive and dynamic team focussed on ensuring we deliver the best possible pre-hospital critical care for the people of Lincolnshire and Nottinghamshire.

We are here to help save lives. Our highly skilled crews of doctors, paramedics and pilots take an emergency department to the scene. We respond to more missions every year, tending to patients in what is often their greatest hour of need.

*Karen*

CEO Karen Jobling

# WHO WE ARE

The Lincs & Notts Air Ambulance (LNAA) provides lifesaving critical care to the communities of Lincolnshire and Nottinghamshire, funded by public donations. If somebody is involved in a serious incident or suddenly taken ill, speed and time are of the essence. Giving a patient the best chance of survival, our Air Ambulance crew effectively take the A&E department to the scene of the emergency.

We are on the cusp of a number of exciting changes, having moved into a purpose-built HQ, now operating on a 24/7 basis and being rated as 'Outstanding' by the Care Quality Commission (CQC) in 2025.

We are a friendly, inclusive and dynamic team focussed on ensuring we deliver the best possible service, and the tie that binds us here at LNAA is our set of values – Teamwork. Respect. Innovation. Compassion (TRIC). We display these attributes in the way we interact with the people we come into contact with, from former patients and volunteers, to our supporters and colleagues.



# HOW WE WORK

## OUR VISION

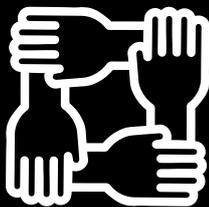
To be by the side of more patients, enabling the delivery of outstanding critical care.

## OUR MISSION

To provide outstanding critical care, by helicopter and car, day and night to the people of Lincs and Notts.

## OUR VALUES

We have four values (TRIC) that underpin everything we do.



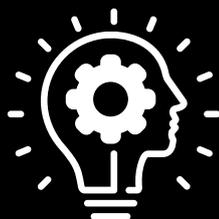
### TEAMWORK

Staff, crew, partners, volunteers and the community: one indivisible team.



### RESPECT

We treat everyone with consideration, appreciation and acceptance.



### INNOVATION

We aim high and embrace opportunities to improve and advance everything we do.



### COMPASSION

We treat others with sensitivity, consideration and kindness.

# JOB SUMMARY

An opportunity has arisen for a Pre-hospital Emergency Medicine (PHEM) Fellow to join our expanding team at the Lincs and Notts Air Ambulance (LNAA) in August 2026.

The Fellowship will consist of 6 months of PHEM combined with 6 months working in the Major Trauma Anaesthesia Service at Queens Medical Centre in Nottingham. Candidates must be in ST6 or above in August 2026. It is considered as a 1 year post.

There is no training number attached to this post and it is expected that candidates will have sorted out OOPE / OOPT with their Training Programmes.

The HEMS doctor will be expected to:

- Participate fully within a clinical rota for pre-hospital operations on both platforms
- Carry out base duties eg medicines ordering, stock checking & equipment checks
- Maintain mandatory training and CPD
- Complete audit projects
- Participate in clinical governance programmes
- Attend D&D meetings, governance meetings and clinical training sessions
- Participate in base simulation exercises
- Maintain the HEMSbase database
- Follow up patients including those taken to other hospitals
- Develop and review clinical and non-clinical policies and guidelines
- Provide teaching for new doctors, Critical Care Paramedics, observers to the unit, medical students, & non-clinical members of staff.
- Undertake liaison activity outside the Unit with other agencies
- Support fund raising activities of the charity and attend events when required

## HOURS

As defined by the Clinical Fellow Rota

## TYPE

Service Level Agreement

## REPORTING TO

Medical Director

Deputy Medical Director

# JOB PURPOSE

You will provide clinical operational shifts (currently day 0700-1900, night 1900-0700 but subject to change) on either the helicopter or critical care car. You will also contribute to our service development and will engage in clinical governance activity under the direction of the Clinical Leadership Team.

Regardless of prior pre-hospital experience, every doctor will undergo an intensive period of induction period at LNAA which usually lasts 6-8 weeks.

This includes one-to-one base training, scenario-based teaching and simulation, and aviation training. The doctor will be required to complete a portfolio comprising clinical, aviation and operational competencies. Upon completion of the doctors competency document, a "sign-off" shift will be undertaken involving observation by a Senior PHEM Consultant. Successful completion of this is mandatory prior to embarking on solo operational duties with the team.

You will be joining a team of dedicated professional paramedics, pilots and doctors working at the top of their game and treating some of the most seriously ill and injured patients in some of the most challenging circumstances. We are looking for calm and collected individuals who will rapidly integrate into our team and embrace the clinical operational culture that has been developed at the organisation.

You can expect to be working at the cutting edge of prehospital medicine within a team that is always challenging itself to provide safe, effective, caring, and responsive care to our patients. Continuous self-reflection and seeking opportunities for development is part of our culture and you will be at the heart of these endeavours.

We have exciting times ahead of us. This is just the beginning.



# PERSON SPECIFICATION

## Education and Qualifications

### **Essential**

- Registered (or eligible to be registered) with the GMC with a licence to practise
- MBBS or equivalent medical qualification
- FRCA or alternative relevant post-graduate qualification
- Evidence of life support courses e.g. ATLS, ALS, APLS/EPLS.

### **Desirable**

- Relevant PHEM related post-graduate qualifications : DipIMC / FIMCor DiMM
- Other courses relevant to Pre-hospital Emergency Medicine (PHEM) (eg) ATACC / PHTLS

## Clinical Experience

### **Essential**

- ST6+ in Anaesthesia by August 2026, including 6 months Emergency Medicine, or completion of ACCS:EM CT1-3

### **Desirable**

- Current experience in Anaesthesia / Trauma Anaesthesia

## Continuous Professional Development

### **Essential**

- Evidence of participation in CME/CPD in the last 12 months

## Research

### **Essential**

- Ability to critically assess published research and incorporate it into clinical practice where appropriate
- Awareness of ethical issues
- Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives

# PERSON SPECIFICATION

## Desirable

- Demonstrates an understanding of research methodology
- Evidence of relevant academic and research achievements, and involvement in a formal research project
- Evidence of relevant academic publications
- Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum

## Teaching and training

### **Essential**

- Experience of teaching medical students and junior doctors

### **Desirable**

- To have the ability and willingness to teach at all levels and to all groups of staff

## Clinical governance and audit

### **Essential**

- Committed to and understands the principles of clinical governance
- Understands the principles outlined in the GMC document Good Medical Practice
- Understands the requirements of Medical Appraisal and Revalidation

### **Desirable**

- Active involvement in a clinical governance programme
- Evidence of a portfolio of audit/quality improvement projects, including where the audit loop has been closed and there is evidence of learning of the principles of change management.

**The applicant must demonstrate skills in listening, reading, writing and speaking the English language that enables effective communication about medical topics with patients and colleagues as set out in the GMC' good medical practice (2013).**



## WE LOOK FORWARD TO HEARING FROM YOU

Lincs & Notts Air Ambulance is an equal opportunities employer and aims to ensure all applicants are treated fairly and equitably regardless of gender, race, colour, ethnicity, age, disabilities, social economic background, religious or political beliefs, marital status, maternity or paternity, or sexual orientation.



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 LNAA HQ, HEMS WAY, Bracebridge Heath, Lincoln, LN4 2GW

 [ambucopter.org.uk](http://ambucopter.org.uk)

Registered Charity No. 1017501



# JAN - DEC 2025 MISSION STATS

Lincs&NottsAir Ambulance | [ambucopter.org.uk](http://ambucopter.org.uk)



## 1608 MISSIONS THIS YEAR

These included 337 night patients, 48 patients that received blood and 133 RSI Patients.

## MISSION LOCATIONS

824 Lincolnshire  
604 Nottinghamshire  
135 Derbyshire  
29 Leicestershire  
7 Rutland  
4 Yorkshire  
3 Northamptonshire  
2 Humberside



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## INCIDENT TYPE

672 Medical  
273 Accidental Injury  
352 Road Traffic Collision  
112 Assault  
42 Sports / Leisure  
157 Other