

Extract from:

## **NATIONAL PARTNERSHIP OCTOBER 2024**

### **EDUCATION AND PROFESSIONAL DEVELOPMENT UPDATE**

5.4 The primary recruitment source in meeting this year's workforce requirements will be the output of NQPs from the Paramedic degree programmes in Scotland. It is likely that the recruitment of NQPs will be insufficient to meet projected recruitment need, and as such there will be a need to support recruitment of existing qualified paramedics from outside Scotland, primarily other UK countries.

Recruitment to the July and August 2024 NQP programme is under target. Recruitment has been challenging, primarily due to matching NQPs to their preferred geographical location (station) without managers incurring an overspend on their WTE establishment. A Recruitment Group consisting of regional representatives, workforce planning and EPDD is meeting on monthly basis to review recruitment to NQP posts/induction and alignment with the training schedule, with a view to maximising capacity.

Over the last couple of months, EPDD have made significant improvements to the NQP development programme, that they must complete once they have completed the induction. Additional CPD events and workshops have been made available to the NQPs that now cover all four pillars of practice (leadership, clinical practice, facilitation of learning and research).

EPDD have also developed support to operational managers with the review process for NQPs, this includes guidelines and paperwork. Monthly meetings with operational managers, HR and EPDD are scheduled, and any issues, concerns and ideas discussed to create the best possible support.