

	Urgent Care Assistant	Clinical Probationary EMT 1	NQP 1	EMT 1/Legacy Technician	EMT 2	NQP 2/Para
Urgent Care Assistant	Urgent Care	Urgent Care	Urgent Care	Intermediate	Intermediate	Intermediate
Clinical Probationary EMT 1	Urgent Care	Urgent Care	Intermediate	Intermediate	Any Work Any Vehicle	Any Work Any Vehicle
NQP 1	Urgent Care	Intermediate	Intermediate	Any Work Any Vehicle	Any Work Any Vehicle	Any Work Any Vehicle
EMT 1/Legacy Technician	Intermediate	Intermediate	Any Work Any Vehicle	Any work Any Vehicle Consider Split	Any Work Any Vehicle	Any Work Any Vehicle
EMT 2	Intermediate	Any Work Any Vehicle	Any Work Any Vehicle	Any Work Any Vehicle	Any Work Any Vehicle	Any Work Any Vehicle
NQP 2/Para	Intermediate	Any Work Any Vehicle	Any Work Any Vehicle	Any Work Any Vehicle	Any Work Any Vehicle	Consider Splitting

Please note, this skill mix matrix defines the type of work a vehicle/crew can attend, it does not alter the clinical scope of practice held by individual clinicians e.g. a Paramedic working in an Urgent Care capacity due to skill mix remains a Paramedic and utilises their normal clinical scope of practice.

Key to the Above Matrix

Urgent Care	Urgent care work only including emergencies once triaged by a clinician and deemed appropriate.
Intermediate	Vehicle crew consisting of at least one experienced emergency services member of staff. Able to respond to the full range of urgent and routine admissions and transfers. In exceptional circumstances able to attend emergency calls, vehicle and equipment permitting, until a fully qualified crew arrive.
ANY WORK/ANY VEHICLE SHOULD CREW EMERGENCY AMBULANCE CONSIDER SPLITTING ANOTHER MORE QUALIFIED CREW	Staff of these grades can be crewed together to undertake any work on any vehicle. However, wherever possible they should not crew an emergency ambulance, unless no other option is available. Ideally the crew should be split and crewed with other more qualified staff.
ANY WORK/ANY VEHICLE	Suitable emergency crew and able to respond to a full range of emergencies. Only suitably qualified NQP 2, EMT 2's and Paramedics can be used to crew RRV's.
Consider Splitting	Any Work/ Any Vehicle - consider skill mix on other vehicles. Staff in this area of the matrix should not be split if they are undertaking training, education or leadership shift.

Titles and definitions of staff (for rostering / crewing purposes)

Urgent Care Assistant - Defined as a clinician who has completed their urgent care assistant training.

Clinical Probationer EMT1 - defined as an EMT 1 who has completed their basic training course, but is still within the first 12 months of clinical experience.

EMT 1 - defined as an EMT 1 who has completed 12 months of operational clinical experience as an EMT1.

Legacy Technician - IHCD qualified Technician

EMT 2 - IHCD with more than 12 months post qualification experience, who has opted to undertake additional skills and responsibilities

NQP 1 - defined as a HCPC registered Paramedic in their first consolidation period (usually lasting 12 months).

Paramedic/NQP 2 defined as a HCPC registered Paramedic who has either fully completed the NQP consolidation period or has completed the first period (usually 12 months clinical experience)