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FACTORS AFFECTING THE RETENTION OF PARAMEDICS WITHIN THE AMBULANCE SERVICE WORKFORCE Liz Harris Head of Professional Standards College of Paramedics Identifying a retention strategy to maintain a stable and secure paramedic workforce. MSc Leadership, Management and Change in Health and Social Care The University of Bradford

Factors affecting the retention of paramedics within the ...

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Pay, was highlighted in the College of Paramedics survey as a reason for leaving and as a potential tool for retaining existing staff. Evidence from Australia indicates that the new graduate paramedics will seek out employment that suits their professional aspirations and their personal needs such as flexible hours and adequate pay.

Factors affecting the retention of paramedics within the ... towards the retention strategy of paramedics in South Africa. Further findings indicated that job satisfaction of paramedics in South Africa is not at the level to maintain retention of these scarce skilled workers despite them loving their profession and the job they do. Basic needs to enhance job

Retention Strategy of Paramedics in South Africa A ... From engaging staff in strategic planning, and collaboration in organization goals, 5 strategies to EMS staff retention Healthcare is in a continuous state of progress. It's also in an incessant ...

How to improve paramedic retention, avoid costly turnover
Retention strategy of paramedics in South Africa . By Faisal Binks. Get PDF (183 KB) Abstract. The pre-hospital industry is faced with many challenges, one of which is the skills shortage of advanced life support paramedics in the country. The industry has naturally dictated competition both nationally and internationally for the recruitment of ...

Retention strategy of paramedics in South Africa - CORE
The purpose of this study is to investigate problems that currently exist in the industry with regards to the advanced life support paramedic employment which will provide valuable information on retention strategies and reduce staff turnover.

Retention strategy of paramedics in South Africa
Conference notes the mounting crisis in ambulance services across the UK around the recruitment and retention of ambulance staff. This crisis is growing as more staff leave their jobs as paramedics, ambulance technicians and control staff to pursue other work. Over the last few years, the ambulance workforce has changed, as has the work itself.

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Recruitment and retention of ambulance workers | UNISON ...

Across general practice an informal workforce strategy of the primary care paramedic has emerged. Clinical Commissioning Groups have become aware of a number of practices asking for help, guidance and support in the employment of paramedics.

A Guide for General Practice Employing a Paramedic

Retention strategies are a priority for EMS organizations. These strategies must be broad and varied to address the variety of reasons employees leave healthcare organizations. The value of...

Employee Retention: Applying Hospital Strategies to EMS ...

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retention has worsened since 2011/12 and there is an urgent need to reduce the high rates of vacancies and staff turnover that we currently see. These issues are most stark in community trusts, where on average 1 in 5 staff left their role over the course of 2017/18. The analysis also finds significant regional variation.

A critical moment: NHS staffing trends, retention and ...

An enhanced clinical decision- making role is proposed for paramedics supporting the delivery of care closer to home and within the community. Such principles are reflected in the Urgent and Emergency Care Review (U&ECR) with services much more closely connected and the ambulance service playing a pivotal role.

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A vision for the ambulance service: ' 2020 and beyond ' and ...

Last year, the median annual wage for EMTs and paramedics in the U.S., according to the Bureau of Labor Statistics, was reported at \$35,400. The lowest paid 10% of EMS providers earned more than ...

A unique strategy to increase EMS salary, scheduling

The ambulance service and its workforce face specific challenges and unique circumstances within the health and care system. This resource for the ambulance workforce aims to develop organisational cultures that promote higher levels of morale, motivation, staff satisfaction, wellbeing and engagement, to improve the working lives of all staff in the ambulance service and, ultimately, help to ...

Ambulance Workforce - NHS Employers

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The role of the Paramedic is a nationally recognised shortage occupation and the Trust borders other ambulance services who can over high cost area allowances. Q13. Have retention strategies such as specific training, staff reviews, coaching, or planning and evaluations been implemented?

19791 - 2019 - Paramedic Attrition Rates

The overall premise is that patients get right care first time, specialist paramedics (SPs) are targeted to those patients where their skills are of most value freeing up ambulance resources and reducing hospital conveyances and manging some primary care presentations may reduce the number of requests for 999 ambulances making the urgent care system more efficient.

An Evaluation of early stage development of rotating ...

Public policies are an important piece of any fire and rescue agency's retention and recruitment strategies. They can significantly motivate people to join EMS and fire agencies or discourage volunteers.

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The second edition of *Emergency and Trauma Care for Nurses and Paramedics* provides the most up-to-date and comprehensive coverage of clinical procedures and issues encountered in contemporary emergency care in Australia and New Zealand. Written by leading academics and clinicians, this fully revised and updated edition follows the patient's journey from pre-hospital retrieval to definitive care. With a strong focus on multidisciplinary care, this evidence-based emergency and trauma resource will appeal to pre-hospital care providers, rural, remote and urban emergency nurses and allied health professionals, as well as disaster management and interfacility transport staff. Essential concepts are covered in a logical order, commencing with: An introduction to emergency professions and professional issues Clinical and health systems Patient presentations ordered by body system as well as toxicology, envenomation, ocular, environmental emergencies and unique population groups Major trauma assessment and management and end-of-life care information and considerations. *Emergency and Trauma Care for Nurses and Paramedics 2e* continues to be the pre-eminent resource for students preparing to enter the emergency environment and for clinicians seeking a greater understanding of multidisciplinary care from retrieval through to rehabilitation. A cultural safety approach is included throughout - addressing cultural diversity, beliefs and values and focusing on Aboriginal and Torres Strait Islander health and Māori health Essentials outline the main points addressed in each chapter Practice tips throughout assist with communication skills, procedures and assessment Case studies are supported by questions and answers to encourage active learning New online resources available on Evolve, including over 30 new case studies with paramedic-specific questions. Highlighted skills - cross references to the Clinical Skills chapter throughout text Over 30 new case studies Patient journey from pre-hospital and emergency-specific case studies Critical thinking questions at the end of chapters Chapter 35 Obstetric emergencies now includes 'Supporting a normal birth'.

Emergency medical services members such as First Responders, Emergency Medical Technicians and Paramedics provide essential life-saving and injury-reducing services to urban and rural communities in the United States and around the globe. Many of these emergency service groups experience difficulty with recruitment of new members, as well as retention of existing group members. There are several reasons for difficulty with recruitment and retention of EMS personnel. The purpose of this project was to review the organizational processes and external influences of one rural First Responder agency in Western Wisconsin, to identify and strengthen opportunities to recruit and provide training for new members, as well as retain and recognize current First Responder members. A needs and capacity assessment was performed to gather information about the recruitment, retention, and recognition (3 R's) experienced by the members. Extensive key informant interviews were conducted with 9 of the 10 current members. Information and key insights derived from the qualitative analysis of the key informant interview data were utilized to develop 10 Key Recommendations for strengthening the current practices for recruitment, retention, and recognition, as well as to develop future strategies to augment the 3 R's. An Executive Report was prepared for presentation to the First Responder group for discussion and strategic planning purposes.

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EMS Supervisor provides entry-level, mid-level, senior, and prospective EMS supervisors with a managerial leadership reference guide offering a roadmap to dealing with common challenges faced by those in leadership roles.

Rescuer Mindset has been written as the initial first steps to achieving a confident mental state by exploring the mind, body and spirit connections. This book helps the individual become more aware of others and themselves, and offers techniques to begin developing a positive, unstoppable mindset. Though geared towards those who work as Public Safety Professionals: EMS, Police, Firefighters, Rescuer Mindset can be easily applied to any walk of life, employment and/or situation. The concepts are universal and interchangeable. It will then be possible for the individual to adopt these doctrines as part of their everyday life as a means to accomplish and attain what they so desire.

In June 2006, the Institute of Medicine (IOM) Committee on the Future of Emergency Care in the U.S. Health System released a series of reports on the state of emergency care. The reports, *Emergency Medical Services at the Crossroads*; *Hospital-Based Emergency Care: At the Breaking Point*; and *Emergency Care for Children: Growing Pains*, identified a number of disturbing problems including overcrowded emergency departments, a lack of coordination among emergency providers, variability in the quality of care provided to patients, workforce shortages, lack of disaster preparedness, a limited research base, and shortcomings in the systems' ability to care for pediatric patients. These problems, while apparent to those who work in the field, are largely hidden from public view, in part because popular fictional television programs frequently depict the emergency care system in fine shape. Despite the lifesaving feats performed every day by emergency departments and ambulance services, the nation's emergency medical system as a whole is overburdened, underfunded, and highly fragmented. The IOM received funding from 14 organizations to conduct a series of dissemination workshops associated with the release of the 2006 reports on the future of emergency care. Three one-day regional dissemination workshops were conducted in Salt Lake City, Utah (September 7, 2006), Chicago, Illinois (October 27, 2006), and New Orleans, Louisiana (November 2, 2006). Each of the workshops featured focused discussions in two issue areas. The meeting in Salt Lake City focused on pediatric emergency care and care in rural areas; in Chicago it was workforce issues and hospital efficiency; and in New Orleans it was EMS issues and disaster preparedness. A fourth capstone workshop, held in Washington, D.C., provided an opportunity to engage congressional and other federal policy leaders in a discussion of emergency care issue. *Future of Emergency Care* summarizes the proceedings of the workshops. Each regional workshop began with an overview of the findings and recommendations from the three reports on the future of emergency care. Findings and recommendations from those three reports are also summarized in this report.

Emergency Medical Services (EMS) is a critical component of our nation's emergency and trauma care system, providing response and medical transport to millions of sick and injured Americans each year. At its best, EMS is a crucial link to survival in the chain of care, but within the last several years, complex problems facing the emergency care system have emerged. Press coverage has highlighted instances of slow EMS response times, ambulance diversions, trauma center closures, and ground and air medical crashes. This heightened public awareness of problems that have been building over time has underscored the need for a review of the U.S. emergency care system. *Emergency Medical Services* provides the first comprehensive study on this topic. This new book examines the operational structure of EMS

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by presenting an in-depth analysis of the current organization, delivery, and financing of these types of services and systems. By addressing its strengths, limitations, and future challenges this book draws upon a range of concerns: • The evolving role of EMS as an integral component of the overall health care system. • EMS system planning, preparedness, and coordination at the federal, state, and local levels. • EMS funding and infrastructure investments. • EMS workforce trends and professional education. • EMS research priorities and funding. Emergency Medical Services is one of three books in the Future of Emergency Care series. This book will be of particular interest to emergency care providers, professional organizations, and policy makers looking to address the deficiencies in emergency care systems.

It is unknown why some paramedics choose to stay longer than others in the Emergency Services field. With a significantly high turnover rate, the gap in the available research does not take into account the essence of the experiences of these public safety professionals. Perhaps the key to explaining why some paramedics decide to continue longer than others is found through knowing how paramedics experience the job as individuals. The phenomenological study provided insight to career, pre-career, midcareer and personal counseling strategies for retention and recruitment of long-term paramedics.

In Paramedics On and Off the Streets, Michael K. Corman embarks on an institutional ethnography of the complex, mundane, intricate, and exhilarating work of paramedics in Calgary, Alberta. Corman ' s comprehensive research includes more than 200 hours of participant observation ride-alongs with paramedics over a period of eleven months, more than one hundred first hand interviews with paramedics, and thirty-six interviews with other emergency medical personnel including administrators, call-takers and dispatchers, nurses, and doctors. At the heart of this ethnography are questions about the role of paramedics in urban environments, the role of information and communication technologies in contemporary health care governance, and the organization and accountability of pre-hospital medical services. Paramedics On and Off the Streets is the first institutional ethnography to explore the role and increasing importance of paramedics in our healthcare system. It takes readers on a journey into the everyday lives of EMS personnel and provides an in-depth sociological analysis of the work of pre-hospital health care professionals in the twenty-first century.

The evolving field of emergency medical services (EMS) requires professional educators who are knowledgeable about teaching and learning strategies, classroom management, assessment and evaluation, technology in learning, legal implications in education, program infrastructure design, and administering programs of excellence to meet state and national accreditation guidelines. Foundations of Education: An EMS Approach, Third Edition, provides EMS educators with the tools, ideas, and information necessary to succeed in each of these areas. The content reflects how current educational knowledge and theory uniquely apply to EMS students, educators, and programs. This textbook is used in the NAEMSE Instructor Courses, and is an excellent reference for all EMS educators, as well as educators in allied health professions. Evidence-Based Content In addition to foundational topics such as teaching philosophy and classroom management, the text covers brain-based learning, accreditation and program evaluation, emerging technologies, and assessment strategies. It guides educators to write objectives, prepare lesson plans, and deliver education in engaging ways to maximize student learning. Grounded in this information, EMS educators can promote effective education regardless of the type of course or setting. Highlights -Covers current educational theory and teaching methodologies specific to EMS -Meets and exceeds the latest DOT National Guidelines for Educating EMS

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Instructors -Offer practical advice and scenarios in the form of Teaching Tips and Case in Points

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