

**Desk Top Evaluation of a New Job – Ambulance Service Area Manager
Band 7**

Factor	Rationale	Level	Score
1	<u>Communication and Relationship Skills</u> Communicates information to a range of individuals, ie patients, relatives, staff etc which may require persuasive, motivational, negotiating, empathic or reassurance skills.	4a	32
2	<u>Knowledge, Training and Experience</u> Procedures for responding to emergency and other situations, major incidents, management experience.	5	120
3	<u>Analytical and Judgemental Skills</u> Ensures appropriate and timely monitoring and reporting of performance to enable decisions, action and intervention to take place at the appropriate time and at the appropriate organisational level.	4	42
4	<u>Planning and Organisational Skills</u> Ensure high standard of clinical care and safe practice within area of responsibility. Assists as appropriate with emergency planning and/or participates in emergency planning exercises as required.	3	27
5	<u>Physical Skills</u> Maintain paramedic skills and registration – includes advanced clinical interventions eg intubation.	4	42
6	<u>Responsibility for Patient/Client Care</u> Responsible for the delivery of an area service.	6d	39
7	<u>Responsibility for Policy/Service Development</u> Implements and review relevant policies and clinical guidelines for the area.	3	21
8	<u>Responsibility for Financial and Physical Resources</u> Monitors the allocated area budget.	3c	21
9	<u>Responsibility for Human Resources</u> Responsible for the management of staff within the relevant area.	4a	32

NORTHERN IRELAND AMBULANCE SERVICE

Factor	Rationale	Level	Score
10	<u>Responsibility for Information Resources</u> Maintains area records.	1	4
11	<u>Responsibility for Research and Development</u> Occasionally participates in clinical and equipment trials.	1	5
12	<u>Freedom to Act</u> Expected results are defined but the post holder decides how they are best achieved. Is guided by principles and broad occupational policies and regulations. Specialist for own area.	4	32
13	<u>Physical Effort</u> Light physical effort.	1	3
14	<u>Mental Effort</u> Deals with frequent interruptions and competing demands from staff or work related queries.	3a	12
15	<u>Emotional Effort</u> Occasional attendance at major/serious incidents.	4a	25
16	<u>Working Conditions</u> Occasional exposure to highly unpleasant working conditions when attending major/serious incidents.	3b	12
		Total:	469

AfC Project Manager/JE Lead

JE Lead (Staff Side)

Date_____