



Please read this guidance and ensure that you meet the essential criteria outlined in the person specification. Please also review further information about the job available on our website www.londonambulance.nhs.uk to ensure that the job and conditions are suitable to you.

IMPORTANT

Please ensure that for operational positions such as Registered Paramedic, Bank, etc. you complete the Clinical Familiarisation skills gap analysis form, this will be stated on the vacancy information.

In addition, for internal posts you may need to complete and email a Managers Recommendation Form, this will be stated on the vacancy information.

APPLICATION FORM

Make sure you complete **all** sections of the form. It will be helpful to make a rough draft first. You can save your work as you go along.

We can only make a decision on the information that you provide; therefore you should ensure that you have given us all the necessary information and details of how you meet the essential criteria for the post. Please note that if you are unable to complete our application form due to a disability then please contact the recruitment team for advice on 020 3069 0260.

For more guidance on how to complete your application, please see the 'supporting information' section and for a sample application form please refer to pages 5/6.

PERSONAL INFORMATION

Please fill in all of the personal details information – we will email, write to or phone you at the email address, contact address or phone numbers that you provide. Only provide your work contact number if we may call you on it – we will be discrete. Please note that any personal details are automatically anonymised before the application is sent to the shortlisters in order to ensure fairness to all applicants.

Please note that we will send all of the correspondence to your email address, with the exception of the DBS application form. Please keep us updated if this changes and ensure that you check this email address regularly.

RIGHT TO WORK IN THE UK

At interview, you will be asked to provide originals of the documents outlined in the asylum and immigration check contained within this pack.

If you have a visa then please clearly state when this will expire. For certain positions where the training is over a number of years, you will only be eligible to be employed if you have a visa valid for this complete period. Please contact the Recruitment Team for further advice.

MONITORING INFORMATION

The London Ambulance Service NHS Trust is firmly committed to equal opportunities and we ask you to complete this section in order to help us to monitor our recruitment processes and practices to ensure that all applicants are fairly assessed and selected on merit. This part is electronically detached before your application is shortlisted and will only be viewed by the Recruitment Team.

DISABILITY INFORMATION (TWO TICKS SCHEME)

The London Ambulance Service NHS Trust is committed to ensuring equal opportunities for disabled people who apply for our positions. In line with our commitments under the two ticks scheme, we guarantee to interview disabled people who meet the minimum job requirement for a particular post and will ensure that we offer any reasonable adjustments/support to that individual through the recruitment process

Section one of the Disability Discrimination Act defines a person as having a disability if she or he “has a physical or mental impairment which has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities”. If you consider that you are disabled please tick the ‘yes’ box under this section in the application form.

Dyslexia - If you have a specific learning disability, such as dyslexia, please ensure that you inform us on the application form so that we can make any reasonable adjustments to the recruitment process. Please note that you will need to submit your dyslexia report before we can make any adjustments. This is to ensure that these adjustments are reasonable.

CRIMINAL CONVICTIONS

Under the Rehabilitation of Offenders (Exceptions) Order 1975 and the amendment in 2013, certain jobs and professions within the NHS are exempt from the Rehabilitation Act 1974. If you have applied for Operational posts – A&E Support, Paramedic, Emergency Medical Dispatchers or certain finance posts you are asked declare the following convictions/cautions:

- Cautions relating to an offence on the published list
<https://www.gov.uk/government/publications/filtering-rules-for-criminal-record-check-certificates>
- Cautions given less than 6 years ago (where the individual was over 18 at the time of the caution);
- Cautions given less than 2 years ago (where the individual was under 18 at the time of the caution);
- Convictions relating to an offence on the published list (see link above);
- All convictions if the individual has more than one conviction;
- Convictions which resulted in a custodial sentence (regardless of whether served);
- Convictions given less than 11 years ago (where the individual was over 18 at the time of the conviction);
- Convictions given less than 5.5 years ago (where the individual was under 18 at the time of the conviction).

The amendments to the Rehabilitation of Offenders (Exceptions) Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Disclosure and Barring Service website

For these posts an enhanced disclosure will be sought from the Disclosure & Barring Service (DBS).

This declaration information detailed on the application form will enable the Recruitment Team to provide advice/guidance to individuals who may have certain convictions/fines and cautions falling within the definition above as to whether this would preclude entry into the London Ambulance Service NHS Trust.

Once a candidate is invited to interview, they are asked to complete a DBS application form which will be included in the invite to interview pack. The candidate will need to bring this form and the necessary identification to the interview. This form will only be sent to the DBS, once a position has been offered to a candidate. The Trust will pay the fee for the disclosure. Please note we will not receive the copy of the disclosure information from the DBS. It is the applicant responsibility to provide this disclosure certificate to the Recruitment Team in order for a start date to be agreed.

For all other posts you should only declare any unspent convictions. You will not be asked to go through a disclosure application.

If you are unsure as to whether a conviction is spent or unspent please visit www.gov.uk/government/organisations/disclosure-and-barring-service or contact the Recruitment Team.

The Trust is bound by the DBS code of practice that is intended to ensure that information released in Disclosures is used fairly, stored appropriately and kept for only as long as necessary. Full copies of the code of practice are available from the recruitment centre. The DBS also has a website www.gov.uk/government/organisations/disclosure-and-barring-service that provides comprehensive information on all aspects of Disclosure. You may also wish to refer to the London Ambulance Service NHS Trust's general statement of policy regarding criminal convictions which is also enclosed.

RELATIONSHIPS

Please ensure that you declare any relationship that you have to any trust board members or managers of the London Ambulance Service NHS Trust.

DRIVING EXPERIENCE (Only applicable to roles that require driving)

Please note that for operational roles, you will need to have a minimum of one years' driving experience.

For TEAC, you will be asked once you have been successful at interview to obtain the C1 Category on your licence. This allows you to drive a certain tonne vehicle and is necessary for driving ambulances. Please make sure you investigate the cost of this as once an offer has been made you will be given a timeframe within which to obtain this, and the cost can be about £1,000.

QUALIFICATIONS

Education and Professional Qualifications.

Ensure that you list all your qualifications, subjects, dates taken and the appropriate grades. **Original qualification documentation needs to be presented at the interview stage.**

TRAINING COURSES ATTENDED

This section should include any professional examinations, vocational courses that you have completed, membership of professional organisations and other non-academic courses and awards.

EMPLOYMENT HISTORY

Ensure that there are no gaps in your employment history since formal education. If you have had a period of unemployment, please give some indication of how you have spent your time (e.g. voluntary work, travelling, looking after sick relatives, actively looking for employment, etc) and if you claimed benefits, please give the full addresses of any unemployment benefit offices. Please provide the **full address** of **previous** and **current employers**, as we will need to write for references if your application is successful. Please note that we reference for a full three year period and the more information you provide us with in terms of contact details for previous/current employers the faster we will be able to process your offer of employment.

Please note that we will only contact your current employer if you have given us permission to do so in the referencing section.

Please ensure that you provide details of reasons why you left previous employers. At interview you will be asked if you have been dismissed from any previous employment as this will become evident once references are sought and therefore enables you to provide us with the circumstances around this at interview so we can make a more informed decision.

SUPPORTING INFORMATION

You should provide details of your experience/skills and knowledge relevant to the key requirements outlined on the person specification for the particular position. You should make sure that you provide examples for each key criteria listed.

You should mention experience, skills, achievements and knowledge gained not only in past employment, but also through other activities such as voluntary or community work, experience in the home, and leisure interests. You should, where possible, give examples of specific situations which you have come across and how you have dealt with the situation and the people involved.

You should also show how this experience relates to the position you have applied for. Bear in mind that **if you do not show that you meet all the essential criteria, your application is unlikely to be shortlisted.**

For a sample application form demonstrating how to evidence the person specification, please refer to page 5/6.

JOB SHARE

If you wish to be considered for a job share then please send an email to the recruitment team once your application has been submitted. Please note that for some positions this may not be possible, but London Ambulance Service NHS Trust will review each request to look at whether this is feasible.

DECLARATION

Please tick the declaration as this certifies that the information is correct to the best of your knowledge.

If you have any questions please contact the **Recruitment Centre** on **020 3069 0260** or email us at recruitment@londonambulance.nhs.uk as soon as possible.

QUICK QUESTIONS

- If the post involves shifts – are you able to work the shifts outlined?
- For posts based at Headquarters, there is no parking available and therefore you need to consider transport arrangements on occasions when public transport may not work such as bank holidays.
- Have you read the requirements for the post outlined in the job description and person specification - do you have the necessary skills/knowledge required?
- If the post involves driving – do you have a driving licence? For operational roles, you will need to have two years' driving experience. Have you driven for two years?

Example application form

Sample application form with an example of how to evidence a criteria from a person specification

Example criteria - Ability to work as part of a team

Please check the person specification for the position that you are applying for (attached to the advert) to ensure that you get the full list of the criteria you need to provide examples against.

Supporting Information

Teamwork

I have worked as a part of a team in my current role, as a waitress for Wades Café. As part of a team, I support and help my other team colleagues by ensuring that I help them when they are busy- for example by taking orders for their customers or serving the drinks to their customers. I also ensure that I communicate to my team members about the orders I am completing so that they are aware of what I am doing. I offer support to team members on areas they need more training on – for example if they are new, I will ensure that I explain the ordering process and ask them if they need help. Finally, I participate in team meetings and have organised some team building events in order to help the team get to know each other.

Ability to work to deadlines

I have recently completed a college course and had to work to tight deadlines for this course, for example, we had to complete four assignments throughout the year and had set deadlines for when the assignment had to be handed in. This meant that I had to devise a plan for what needed to be completed and by when, with timescales on the plan, I built in my plan some extra time to allow for any problems which may occur. I also planned for the assignments to be completed a week before the deadline to allow myself time to double check my work. I handed all the assignments in before the deadline and obtained a good mark in each assignment.

Ability to multi-task

In my current role at Wades Café, I have to be able to handle multiple tasks at the same time. For example, whilst on the till, I have to process customers' payments, whilst making drink orders and also answering any phone calls from members of the public enquiring about bookings. I therefore prioritise in order of importance for example deal with any customers who are standing in front of me and politely ask those on the phone if they could hold for a moment,

Ability to demonstrate a high attention to detail

Within my college course it was important that I maintained a high level of accuracy. For example all four assignments handed in were marked for grammar and spelling, Therefore, it was important that I checked the worked I produced - by reading this a number of times. I also would print out the final draft and then read this again a day later in order to spot any further mistakes.

Asylum and immigration check

London Ambulance Service has a legal obligation to confirm that their employees are eligible to work in the United Kingdom. This check must be carried out on every potential new employee, regardless of their nationality. Failure to confirm someone's asylum and immigration status due to their nationality would be contrary to legislation.

When an individual attends an interview, a nominated person should verify that the individual has produced the required evidence of their eligibility to work in the UK and that all their documents are valid and original. Please do not bring in photocopies as we need to see original documents.

At interview the individual must produce either

One of the original documents alone, or two of the original documents in the specified combinations in List A.

Or

One of the documents alone, or two of the original documents in the specified combinations in List B

List A - Documents which provide an ongoing excuse

Any **one** of these documents will confirm eligibility in the UK if you check and copy them:

- A passport showing that the holder is a British Citizen or a citizen of the UK and Colonies having the right of abode in the UK.
- A national passport or national identity card showing that the holder is a national of the European Economic Area (EEA) or Switzerland.
- A residence permit, registration certificate or document certifying or indicating permanent residence issued by the Home Office or Border and Immigration Agency to a national of an EEA country or Switzerland.
- A permanent residence card issued by the Home Office or Border and Immigration Agency to the family member of a national of an EEA country or Switzerland.
- A biometric immigration document issued by the Border and Immigration Agency to the holder which indicates that the person named in it is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK.
- A passport or other travel documents endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK or has no time limit on their stay in the UK.

Any combination below will confirm eligibility to work in the UK if you check and copy the documents:

An official document issued by a previous employer or government agency which contains a permanent national insurance number and the name of the person. This could be a P45, P60, NI card or letter from a government agency.

When produced in combination with one of the following:

- An immigration status document issued by the Home Office or the Border and Immigration Agency to the holder with an endorsement indicating that the person named in it is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK.
- A full birth certificate issued in the UK which includes the name (s) of at least one of the holder's parents.
- A full adoption certificate issued in the UK which includes the name (s) of at least one of the holder's adoptive parents.
- A birth certificate issued in the Channel Islands, the Isle of Man or Ireland
- An adoption certificate issued in the Channel Islands, the Isle of Man or Ireland.
- A certificate of registration or naturalisation as a British Citizen.
- A letter issued by the Home Office or the Border and Immigration Agency to the holder which indicates that the person named in it is allowed to stay indefinitely in the UK.

List B – Documents which provide an excuse for up to 12 months

Any one of these documents will confirm eligibility to work in the UK if you check and copy them:

- A passport or travel document endorsed to show that the holder is allowed to stay in the UK and is allowed to do the type of work in question, provided that it does not require the issue of a work permit.
- A biometric immigration document issued by the Border and Immigration Agency to the holder which indicates that the person named in it can stay in the UK and is allowed to do the work in question.

- A residence card or document issued by the Home Office or the Border and Immigration Agency to a family member of a national of an EEA country or Switzerland.

Any combination below will confirm eligibility to work in the UK if you check and copy them

- A work permit or other approval to take employment issued by the Home Office or the Border and Immigration Agency when produced in combination with either a passport or another travel document endorsed to show the holder is allowed to stay in the UK and is allowed to do the work in question or a letter issued by the Home Office or the Border and Immigration Agency to the holder or the employer or prospective employer confirming the same.
- A certificate of application issued by the Home Office or the Border and Immigration Agency to the holder or a family member of a national EEA country or Switzerland stating that the holder is permitted to take employment which is less than six months old when produced in combination with evidence of verification by the Border and Immigration Agency employer checking service.
- An application registration card issued by the Home Office or the Border and Immigration Agency stating that the holder is permitted to take employment, when produced in combination with evidence of verification by the Border and Immigration Agency employer checking service.
- An immigration status document issued by the Home Office or the Border and Immigration Agency to the holder with an endorsement indicating that the person named in it can stay in the UK and is allowed to do the type of work in question, when produced in combination with an official document giving the person's permanent National Insurance number and their name issued by a Government Agency or a previous employer.
- A letter issued by the Home Office or the Border and Immigration Agency to the holder or the employer or the prospective employer, which indicates that the person named in it can stay in the UK and is allowed to do the work in question when produced in combination with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.