Policing Professional Profile

Public Order Medic

<table>
<thead>
<tr>
<th>Job Family:</th>
<th>Operational Support</th>
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<tbody>
<tr>
<td>Sub group:</td>
<td>Public Order</td>
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<tr>
<td>Level:</td>
<td>Service Deliverer</td>
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<tr>
<td>Code: (for College use only)</td>
<td>OPS-PO-SD-Public Order Medic v1.0</td>
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Role Purpose
(This section summarises the key function of the role)

Public Order Medics are deployed to spontaneous or pre-planned public order/public safety events as a resource to enable an effective policing response and act, where needed, in a mutual aid capacity.

They will be trained and equipped in tactics as outlined within module F3 of the National Police Public Order Training Curriculum (NPPOTC).

Key Accountabilities
(This section details the key responsibilities required of the role)

- Attend pre event briefings to obtain a clear understanding of the gold commander’s strategy, the silver commander’s tactical plan and their bronze commander’s deployment plan and to understand their role within it.
- Ensures they are suitably equipped, able to re-supply if necessary and otherwise resourced to undertake medic duties, and to report any deficiencies to the respective bronze commander and/or Police Support Unit (PSU) commander.
- Seek direction from and liaise with command team to provide appropriate response to need for first aid and treatment, inform of casualty status, provide ‘fast time’ updates and enable informed operational and tactical planning and proportionate decision making.
- Use principles of crowd dynamics and psychology to conduct ongoing assessment and evaluation of threat and risk to public, team and individual safety, and to communicate emerging issues to the command team.
- Comply with all applicable national and regional guidelines and legislation to ensure the safe and legal policing of public order events and to produce pre and post event audit trails.
- Engage in and contribute to the debriefing process to ensure information is effectively transmitted and to contribute to organisational learning.
Behaviours
(Outlines the behavioural requirements of the role)

All roles are expected to know, understand and act within the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:

**Resolute, compassionate and committed**

<table>
<thead>
<tr>
<th>We are emotionally aware</th>
<th>Level 2</th>
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<tr>
<td>We take ownership</td>
<td>Level 1</td>
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**Inclusive, enabling and visionary leadership**

<table>
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<tr>
<th>We are collaborative</th>
<th>Level 1</th>
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<tr>
<td>We deliver, support and inspire</td>
<td>Level 1</td>
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**Intelligent, creative and informed policing**

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<tr>
<th>We analyse critically</th>
<th>Level 1</th>
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<tbody>
<tr>
<td>We are innovative and open-minded</td>
<td>Level 1</td>
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Education, Qualifications, Skills, and Experience
(Outlines the skills and educational and qualification requirements to be able to fulfil the role)

**Prior education and experience:**

- Multi Stage Fitness Test (MSFT) standard for PSU officers, which is the endurance standard test at level 6:3.
- Trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.
- Officer safety trained as per their individual force policy.
- Level 2 public order trained to the standards described in module B2 of the NPPOTC.
- Trained to the First Aid standard as outlined within NPPOTC Module F3 – Public Order Medic.

**Skills:**

- Able to set out logical arguments clearly, adapting language, form and message to meet the needs of different people / audiences.
- Able to identify key stakeholders, understand potential roles and to take appropriate steps to understand their needs and concerns.
Able to work effectively in a team to achieve shared objectives, demonstrating awareness of individual differences and providing support as required.

Able to use resources efficiently in own role and to comply with financial rules and procedures.

Able to identify potential opportunities to enhance efficiency and/or effectiveness within own area of work.

Able to break down a straightforward problem into component parts and determine appropriate action.

Able to interpret and apply guidance to a specific activity.

Able to review own performance objectively and to take steps to maintain and enhance competence and professional standards appropriate to the role.

Good team working skills demonstrating awareness of individual differences and providing support as required.

Continuing Professional Development (CPD)
(Outlines continuing professional development activities which will enable the individual to maintain and enhance competence in the role)

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and Officer Safety.
- Receive a minimum of 6 hours contextualised medic scenario training per annum (within 365 days) in addition to Level 2 public order refresher training.
- Keep up to date with first aid protocols and how this may affect you in your role.
- Keep up to date with changing public order legislation and how this may affect you in your role.
- Maintain knowledge of crowd dynamics and crowd psychology based on current guidance and best practice.

Professional Registration/Licences
(Outlines any ongoing registration or licensing requirements of the role)

- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.

Links to other profiles:
(Indicates links to NPoCC role profiles, or other professional profiles which should be read in conjunction with this professional profile, please note this may not be exhaustive)

NPoCC Mercury Profile – PSU Medic 70 v2