

RCSEd FPHC PHEM qualification skill matrix

Version: 2025

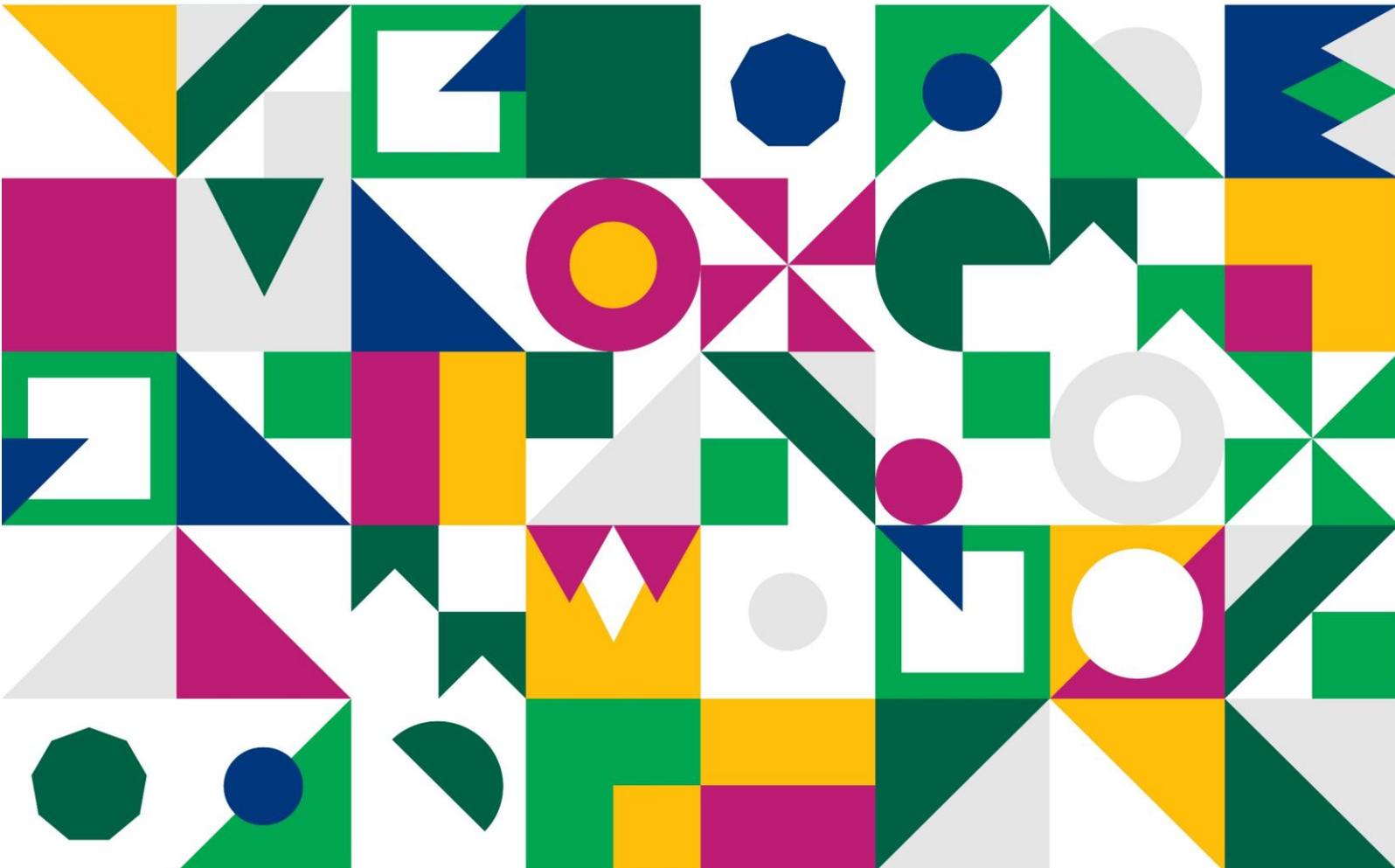
We exist to deliver the care, professionalism, and standards that others only promise
- elevating a culture that too often settles for less.

consultancy

medic services

training hub

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Skills descriptors

Further to the qualification level, the purple guide utilises the staff level definitions as laid out by the Faculty of Pre-Hospital Care (FPHC), a faculty of the Royal College of Surgeons of Edinburgh. This framework provides further structure to expand on an individuals qualification set.

The FPHC provide this structure:

Level	Equivalence
Provider	Competency framework A, B + C
Advanced provider	Competency framework D, E + F
Practitioner	Competency framework G
Advanced Practitioner Member	Competency framework H DIMC holders
Advanced Practitioner Fellow	Competency framework H FIMC holders

The current descriptor competency framework provided by the FPHC is attached below.

The supplier uses the level of the member of staff against the RQF as well as the level against the FPHC framework – e.g. Level 3 Provider = staff has a minimum level 3 FREC qualification, working at the provider level on the FPHC framework.



Competency framework - descriptors

To be recognised at any level the practitioner must have all the skills at that level. Practitioners may have additional skills from higher levels but this does not mean that they are operating at that level. The examples given relate to public service roles and can be used to benchmark other medical threat and training requirements.

A First Aider (management of an unconscious, bleeding or arrested patient). Certificated by a non-national organisation.

B First Level responder, nationally certified and qualified to meet statutory requirements within the work place eg EFAW, FAW.

Levels C to H will be operating within a framework of governance and CPD

C Nationally certificated pre-hospital responder (use of airway adjuncts & oxygen) eg Community First Responder

D Nationally certificated non-health care professional pre-hospital provider caring for patients as a secondary role eg Police Officers in Specialist Roles, Fire Service IEC, equivalent UKSAR trained personnel, Enhanced Community First Responder

E Nationally certificated non-health care professional pre-hospital provider caring for patients as a primary role eg UKSAR, some military personnel and specialist certificated police officers and firefighters.

F Non-registered health care professional eg Ambulance Technician, CMT1.

G Registered pre-hospital care practitioner

H Advanced registered pre-hospital care practitioner



Pre-hospital provider competencies

Category	Skillset	A	B	C	D	E	F	G	H
	Pass in BLS + AED	x	x	x	x	x	x	x	x
	Pass in ALS							x	x
Safety	Wear correct PPE for incident	x	x	x	x	x	x	x	x
	Demonstrate understanding of scene safety and casualty safety	x	x	x	x	x	x	x	x
	Perform dynamic risk assessment of scene and casualty safety			x	x	x	x	x	x
	Understand and apply the HAZMAT code						x	x	x
	Communicate effectively with Emergency Services	x	x	x	x	x	x	x	x
Scene Management	Basic knowledge of the capabilities of different Emergency Services Personnel			x	x	x	x	x	x
	Ability to use appropriate radio communications				x	x	x	x	x
	Appropriate Awareness of high risk mechanisms of injury	x	x	x	x	x	x	x	x
	Awareness of triage	x	x	x	x	x	x	x	x
	Competence in triage sieve				x	x	x	x	x
	Competence in triage sort & management skills for multiple casualties								x
	Ability to make decisions on casualty dispersal								x
	Ability to incident command								x
	Demonstrate forensic awareness				x	x	x	x	x
	Awareness of simple consent issues	x	x	x	x	x	x	x	x
Catastrophic Bleed	Recognise life-threatening haemorrhage	x	x	x	x	x	x	x	x
	Understand a stepwise approach to managing a catastrophic limb bleed	x	x	x	x	x	x	x	x
	Appropriately manage catastrophic junctional bleed			x	x	x	x	x	x
	Able to apply direct pressure	x	x	x	x	x	x	x	x
	Competent application of tourniquet				x	x	x	x	x
	Competent in use of haemostatic / packing				x	x	x	x	x
Spinal	Appreciate MOI high risk for spinal injury	x	x	x	x	x	x	x	x
	MILS		x	x	x	x	x	x	x
	Appropriate C-spine management			x	x	x	x	x	x
Airway	Inspect and clear airway	x	x	x	x	x	x	x	x
	Head tilt chin lift + neutral alignment	x	x	x	x	x	x	x	x
	Jaw thrust			x	x	x	x	x	x
	Postural airway management	x	x	x	x	x	x	x	x
	Use of suction				x	x	x	x	x
	Size and insert appropriate simple airway adjunct			x	x	x	x	x	x
	Size and insert supraglottic airway device						x	x	x
	PALM								x
	Perform surgical airway								x



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	Acute vomiting						X	X	X
	Acute abdominal / loin / scrotal pain						X	X	X
	Acute confusional state						X	X	X
	Collapse / transient loss of consciousness	X	X	X	X	X	X	X	X
	The unconscious patient	X	X	X	X	X	X	X	X
	Intoxication and poisoning						X	X	X
	The fitting patient		X	X	X	X	X	X	X
	Acute allergic reaction			X	X	X	X	X	X
	Acute non-traumatic neck / back pain						X	X	X
	Sudden weakness / paralysis / abnormal sensation	X	X	X	X	X	X	X	X
	Acute visual disturbance / red eye						X	X	X
	Acute febrile illness						X	X	X
	Acute gastrointestinal haemorrhage						X	X	X
	Acute limb pain and/or swelling						X	X	X
	Acute rash				X	X	X	X	X
	Acute haemoptysis						X	X	X
	Acute epistaxis		X	X	X	X	X	X	X
	Acute pain				X	X	X	X	X
	Acute thermal illness		X	X	X	X	X	X	X
	Bites, stings and envenomation			X	X	X	X	X	X
Recognition and immediate management or appropriate referral for the following acutely presenting medical conditions	Diabetic hypoglycaemia				X	X	X	X	X
	Diabetic hyperglycaemia						X	X	X
	Stroke/TIA			X	X	X	X	X	X
	Cardiac chest pain including myocardial Infarction and angina		X	X	X	X	X	X	X
	Myocardial Infarction drug management, including analgesia						X	X	X
	Direct referral to PCI for STEMI patients						X	X	X
	IM adrenaline for Anaphylaxis			X	X	X	X	X	X
	Toxicity and Poisoning			X	X	X	X	X	X
	Meningitis in adults and children				X	X	X	X	X
	Sepsis						X	X	X
	Hypothermia			X	X	X	X	X	X
	Exposure/cold injuries				X	X	X	X	X
	Heat exhaustion			X	X	X	X	X	X
	Heat stroke				X	X	X	X	X



About localmedic

local**medic** provides medical, welfare and advisory services for events, venues and local authorities across the UK. Our focus is on safe, effective and evidence based care that reduces the impact on local NHS services and supports responsible event delivery. We work with organisers, licensing teams and safety partners to strengthen medical planning and raise standards across the sector.

Event medical provision

- Trained and competent clinicians, including FREC, nurses and paramedics
- Staffing models built around event risk
- Modern reporting systems and clear clinical governance

Medical planning and consultancy

- Support with medical needs assessments
- Development and review of event medical plans
- Integration with security, welfare and venue operations
- Evidence based advice for SAGs and licensing authorities

Training and development

- First aid, FREC and clinical skills training
- Bespoke training for event teams, volunteers and stewards
- Table top exercises and major incident preparedness sessions

How to contact us

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If you would like copies of the checklist, templates or planning tools mentioned in this document, please contact us. We are happy to support licensing professionals, organisers and SAG members in strengthening medical standards and improving event safety.

