



Trust Headquarters  
Nexus House  
4 Gatwick Road  
Crawley  
West Sussex  
RH10 9BG

Date:

Email:

Dear,

Tel: 0300 123 0999  
[www.secamb.nhs.uk](http://www.secamb.nhs.uk)

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI 240925.

You requested the following information, please also see our response below:

**My FOI request is below -**

- 1. Is it known there is inequality between how 2 members of staff on the same AFC banding are paid due to differences with Section 2 unsociable hours payments and Annexe 5 unsociable hours payments, despite performing the same role?**

The NHS introduced Section 2 Unsocial Hours into the Ambulance Service in 2018 as part of a contract refresh aligning ambulance services with the rest of the NHS. It was a process agreed Nationally between NHSE and Unions. Section 2 pays a higher unsocial hours percentage than Annexe 5, whilst Annexe 5 affords protection to pay (in sickness) which Section 2 does not.

- 2. Has the trust been paying those on Section 2 the correct amount of unsociable hours or is there recalculations and backpay due?**

The Trust has been applying Section 2 based on its interpretation of Agenda for Change. We are in discussions with unions colleagues regarding this.

- 3. Is there a plan within the Trust to offer staff an option to change back to Annexe 5 and to whom will it be offered to, and when?**

There is no plan to offer an option to return to Annexe 5. Agenda for Change set out that a change of role resulting in a new contract (promotion for example) requires colleagues to move to Section 2.

I hope you find this information of some assistance.

If for any reason you are dissatisfied with our response, kindly in the first instance contact Caroline Smart, Head of Information Governance via the following email address:

[FOI@secamb.nhs.uk](mailto:FOI@secamb.nhs.uk)

Yours sincerely

**Freedom of Information Coordinator  
South East Coast Ambulance Service NHS Foundation Trust**