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Dear

The trust acknowledges receipt of your Freedom of Information Act 2000 (FOIA) request, referenced above. Please ensure you quote this number in any future correspondence.

FOI Request

You asked us:

Please could you provide the following information:

- 1. The current pay band (or pay scale) applicable to Emergency Medical Technicians (EMTs) within your ambulance service, including any relevant variations based on experience or service length.**
- 2. A list of job titles currently used within your service that perform a similar clinical or operational function to Emergency Medical Technicians, including any roles with different titles but equivalent responsibilities.**
- 3. The corresponding pay bands or scales for each of the roles identified in point 2.**
- 4. Any documentation, job descriptions, or internal guidance that outlines how these roles are banded, including whether Agenda for Change (AfC) guidance is applied in determining pay.**
- 5. What has led to this position being paid at the current banding - i.e. Band 4 vs Band 5.**

If possible, please provide this information in electronic format.



Formal Response

The Trust confirms it holds the information you have requested.

Please could you provide the following information:

1. The current pay band (or pay scale) applicable to Emergency Medical Technicians (EMTs) within your ambulance service, including any relevant variations based on experience or service length.

Band 4 for Emergency Care Support Worker

	Years of Experience	<1 year	1-2 years	2-3 years	3-4 years	4-5 years	5-6 years	6+ years
NHS(XR04) Review Body Band 4 NHS(XN04)Non Review Body Band 4	ESR Grade Step Point	1	2	3	4	5	6	7
	ESR Scale Point	182	192	200	220	230	240	250
	Salary	27,485	27,485	27,485	30,162	30,162	30,162	30,162

Pay scales for 2025/26 | NHS Employers

2. A list of job titles currently used within your service that perform a similar clinical or operational function to Emergency Medical Technicians, including any roles with different titles but equivalent responsibilities.

As above

3. The corresponding pay bands or scales for each of the roles identified in point 2.

As above

4. Any documentation, job descriptions, or internal guidance that outlines how these roles are banded, including whether Agenda for Change (AfC) guidance is applied in determining pay.

See attachment

5. What has led to this position being paid at the current banding - i.e. Band 4 vs Band 5.

Job Evaluation

If possible, please provide this information in electronic format.

Next steps

We publish a variety of information which may assist future enquiries relating to our service on our website – www.secamb.nhs.uk.



Should you be dissatisfied with our response then in the first instance please contact Richard Banks, Head of Corporate Governance, via the following email address: FOI@secamb.nhs.uk

You can ask us to review our original response. If you would like us to carry out an internal review, please let us know within 40 working days of you receiving our original response. This review will be conducted by an individual who was not directly involved in reviewing the original response, ordinarily, the Trust Data Protection Officer. We will endeavour to complete this request within 20 working days.

Should you remain dissatisfied then you can contact the [Information Commissioner's Office](https://www.ico.org.uk) (ICO). Complaints to the ICO should be made within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: www.ico.org.uk/foicomplaints.

Alternatively, the ICO's postal address is:
Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

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



Saving Lives,
Serving Our Communities

Chair: Michael Whitehouse CEO: Simon Weldon