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15th April 2026
Internal Reference: 260318
Email:

Dear ,

Thank you for your request for information, which we received on **06/03/2026**. We have considered your request under the Freedom of Information Act 2000. **Please ensure you quote the Internal Reference number above in any future correspondence.**

Your Request & Formal Response

Please could you provide the following information in relation to both operational HART roles and supervisory roles, for example HART Operative / HART Paramedic and HART Team Leader, Senior HART Paramedic, or equivalent supervisory role within your organisation.

1. Current Job Descriptions

A copy of the current job description(s) for staff working within HART roles within your organisation. This may include but is not limited to:

- HART Operative / HART Paramedic
- HART Team Leader / Senior HART Paramedic
- Any equivalent operational or supervisory HART roles.

Please find the job descriptions attached.

2. Job Evaluation / Banding Documentation

Any documentation relating to the Agenda for Change job evaluation outcome or banding for these roles. This may include (but is not limited to):



- **Job evaluation profiles**
- **Job matching documentation**
- **Local evaluation panel outcomes**
- **Any national or regional job profile used to support the banding decision.**

Please find the job matching and local evaluation panel outcome score cards attached as well as the Emergency Services National Profile attached.

3. Physical, Mental and Emotional Effort Expectations

Any documentation that describes the expected physical effort, mental effort, emotional effort, or working conditions associated with these HART roles, particularly where these relate to Agenda for Change job evaluation factors.

The Trust has provided the relevant job descriptions and Agenda for Change job evaluation scorecards for the HART roles. These documents set out and assess the physical effort, mental effort, emotional effort and working conditions associated with the roles, in line with the Agenda for Change Job Evaluation Scheme.

The expectations reflected in these documents are informed by nationally defined HART standards, including the NHS EPRR Core Standards for Interoperable Capabilities, national recruitment standards, and ongoing physical competency requirements. For example, all operational HART staff are required to meet nationally specified Physical Competency Assessment standards on a six-monthly basis, and to demonstrate continued fitness and competence following periods of absence.

The Trust does not hold any additional standalone documentation that separately describes physical, mental or emotional effort expectations for HART roles beyond the job descriptions and job evaluation materials already provided.

4. Frequency of Operational Tasks

Any documentation that outlines the expected frequency of operational activities undertaken by HART staff. This may include descriptions using terms such as:

- **Frequently**
- **Occasionally**
- **Rarely**
- **Once or twice per shift**
- **Or similar descriptors relating to physical or operational workload.**

The Trust has provided the relevant job descriptions and Agenda for Change job

evaluation score sheets for the HART roles. These documents describe the expected nature and frequency of operational activities through the application of Agenda for Change job evaluation factors, including physical effort and working conditions, which use descriptors such as frequent, occasional and rare.

The Trust does not hold any separate documentation that quantifies or categorises the frequency of individual HART operational activities beyond the job descriptions and job evaluation materials already provided.

5. Operational Role Expectations

Any documents describing the baseline operational expectations for HART staff during a shift, such as operational deployments, technical rescue activity, working in hazardous environments, or advanced clinical interventions.

This is outlined in the NHS EPRR Core Standards for Interoperable Programmes

6. Job Evaluation Evidence or Rationale

If held, please provide any documentation used to support or inform the Agenda for Change job evaluation process for HART roles, particularly where this relates to the assessment of:

- **Physical effort**
- **Mental effort**
- **Emotional effort**
- **Working conditions.**

Please find this information in the job descriptions and score sheets attached.

Next steps

Some information held by the Trust is routinely published on our [website](#) and may be of assistance.

If you are dissatisfied with the Trust's response to your request, you have the right to ask for an internal review.

Requests for an internal review should be submitted within **40 working days** of the date of this response and should be sent to:

Richard Banks, Head of Corporate Governance at FOI@secamb.nhs.uk

The internal review will be conducted by an individual who was not directly involved in handling your original request, ordinarily the Trust's Data Protection Officer. We aim to complete internal reviews within **20 working days** of receipt.

If you remain dissatisfied following the outcome of the internal review, you may complain to the Information Commissioner's Office (ICO). The ICO generally expects complaints to be raised promptly following the completion of an internal review.

The easiest way to raise a complaint is via the ICO's website:

www.ico.org.uk/foicomplaints

Alternatively, you may write to:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Yours sincerely,

Corporate Governance Team

South East Coast Ambulance Service NHS Foundation Trust