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East Sussex  
BN7 2XW

Tel: 0300 123 0999  
Email: [foi@secamb.nhs.uk](mailto:foi@secamb.nhs.uk)

9th June 2015

Email:

Dear

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/15/05/11.

You requested the following information:

**1) On your most recent pay settlement date, did you pay at least the living wage prevailing at that time to your lowest paid directly employed staff?**

No. The April 2015 pay award has a minimum of £15,100 which is calculated on our Electronic Staff Records database as £7.72 per hour so below the living wage as stated on your FOI request.

**2) Is it your policy to uprate minimum pay rates for your lowest paid directly employed staff to at least the living wage at every annual pay settlement?**

The pay award is agreed nationally across the NHS and is not a policy decision made by South East Coast Ambulance Service NHS Foundation Trust.

With the exception of our directors and very senior managers in the Trust and a very small number of staff who have transferred into the Trust from the private sector under the TUPE (Transfer of Undertakings Protection of Employment) Regulations, the vast majority of our staff are employed on national pay and conditions of service.

These terms and conditions are known as Agenda for Change and are negotiated at a national level via the NHS Staff Council.

**3) Do you require contractors to pay the living wage whenever a new contract or contract renewal is signed?**

No

**4) If you do not pay the living wage to directly employed staff at the current time, do you have an aspiration to pay it in the near future (within the next two years)?**

Our opinions and aspirations are not covered by the FOIA; under the FOIA we can provide recorded information held by the organisation about the organisation. Therefore we are not obligated to provide a response as what our future plans may or may not be.

**5) If you do not require contractors to pay the living wage at the current time, do you have an aspiration to establish such arrangements in the near future (within the next two years)?**

Please see the response to Question 4.

**6) If you do not pay the living wage to directly employed staff, would you be minded to introduce a living wage if you were not subject to public sector budget cuts and / or government caps on pay settlements?**

Please see the response to Question 4.

**7) Name of employer:**

South East Coast Ambulance Service NHS Foundation Trust

**8) If you have any further comments on answers to these living wage questions, please state below:**

No further comments.

I hope you find this information helpful.

If, for whatever reason you are unhappy with our response, you are entitled to pursue any dissatisfaction through South East Coast Ambulance NHS Foundation Trust's (SECAmb) Internal Review Procedure at:

South East Coast Ambulance Service NHS Foundation Trust  
40-42 Friars Walk  
Lewes  
East Sussex  
BN7 2XW  
Email: [complaints@secamb.nhs.uk](mailto:complaints@secamb.nhs.uk)

Should you remain unhappy with the outcome of any such internal review, you may request a decision from the Information Commissioner at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane

Wilmslow  
Cheshire  
SK9 5AF

If I can be of further assistance to you, please do not hesitate to contact me, quoting the above reference number.

Yours sincerely

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