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27th February 2017

Email:

Dear

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/17/01/45.

You requested the following information:

**1) Has the Trust devised a job description for the Newly Qualified Paramedic role? If so, please provide as an attachment.**

A draft job description has been developed in partnership with ambulance employers, NHS Employers, trade union representatives and NHS England. This will shortly be published by NHS Employers and be available for adopting locally, with local variations where identified.

**2) Has the Trust proposed any restrictions on practise or additional support for Newly Qualified Paramedics in their first 2 years post registration, and if so, please confirm the nature of these in full. (e.g. limited rights to discharge patients on scene without clinical advice, restrictions on administering certain drugs, support to ensure they do not work alone or with new trainees, support to ensure they work with only experienced staff)**

Newly Qualified Paramedics will undertake duties as per their job description and consolidation of learning programme. The programme will provide a period of structured and essential experiential learning to help integrate paramedics into the ambulance workforce. The programme is currently being developed by the National Education Network for Ambulance Services, following initial input from ambulance employers, trade union representatives and NHS Employers.

**3) Has the Trust evaluated its existing Band 5 Paramedic role and performed a job matching exercise to confirm that existing Paramedics with over 2 years experience, will progress onto Band 6 as advised by the Department of Health? If not, please clarify what impact, if any, the new agreement will have on Trust staff.**

The Trust is undertaking a job matching exercise to determine if current Band 5 paramedic job descriptions match to the new Band 6 paramedic job profile. If the job descriptions match to the new profile, then those paramedics in those roles and in post before 1 September 2016 will be assimilated into Band 6 pay as per the national agreement. The exercise is due to be completed by the end of February 2017.

**4) By what date will the Trust fully implement the new National Pay Banding Agreement?**

Section 1 of the national agreement is due to be completed by 1 April 2017. Section 2 of the national agreement is due to be completed by 2020.

**5) The Trust has discretion to alter the 2 year period as a Newly Qualified Paramedic, which is termed 'up to' 24 months. Has the Trust agreed a set of criteria for when discretion will be exercised (e.g. for those previously acting as EMTs before qualification) or will this be decided on a case by case basis? If there is agreed criteria, please confirm the nature of this.**

A partnership group of NHS Employers, ambulance employers and trade union representatives are working to develop a process for the recognition of accreditation of previous experiential learning by April 2017. This will be approved by the National Ambulance Social Partnership Forum. The Trust will follow the agreed process.

**6) Please confirm whether the Trust has met or plans to meet, with local Union representatives to agree the terms of local implementation for the new National Agreement? Please provide dates of these discussions and the current outcome of talks.**

This was discussed at the Extraordinary Joint Partnership Forum (EJPF) on 9 February and in a special meeting of Staffside/Operations/Clinical Education/HR following the EJPF that day. This included a discussion of sections 1 and 2 of the national agreement.

There was another meeting with Operations /Clinical Education/HR on 21 February 2017 to discuss the Preceptorship Programme and how that will work at the Trust.

I hope you find this information useful.

If for any reason you are dissatisfied with our response, kindly in the first instance contact Caroline Smart, Information Governance Manager 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