



South East Coast Ambulance Service NHS  
Foundation Trust  
Nexus House  
Gatwick Road  
Crawley  
RH10 9BG

Date 2<sup>nd</sup> August 2017

Email:foi@secamb.nhs.uk

Dear,

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/17/07/19.

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

**1) Please can you advise how many paramedics within your trust:**

- a) registered (for the first time) with the HCPC before 1<sup>st</sup> September 2016**
- b) registered (for the first time) with the HCPC after or on 1<sup>st</sup> September 2016 through to and including 31<sup>st</sup> March 2017**
- c) registered (for the first time) with the HCPC on or after 1<sup>st</sup> April 2017**

**Please can you include the following for each of the categories a, b, and c above:**

- **Headcount and whole-time equivalent**
- **Gender (headcount and whole-time equivalent)**
- **Age profile grouped in to 5 year increments (headcount and whole-time equivalent)**
- **Staff who identify as having a disability (headcount and whole-time equivalent)**
- **Maternity (headcount and whole-time equivalent)**
- **Anyone working to a 'Newly Qualified Paramedic' job description (headcount and whole-time equivalent)**
- **Anyone working to a 'Paramedic' job description excluding those working to the 'Newly Qualified Paramedic' job description (headcount and whole-time equivalent)**
- **Banding and spine point**

We cannot separate answers in to timeframes as specified. This is because it is recorded on each individual case and to extract this information would fall under Section 12- FOI (Appropriate limit and fees) Regulations 2004.

However, please see below the overall figures for 2016-2017

Position Title	Pay Band	FTE	Headcount
Ambulance Paramedic	Band 6	571.18	628
Newly Qualified Paramedic (NQP)	Band 5	208.81	213
Total		779.99	841

Position Title	Gender	FTE	Headcount
Ambulance Paramedic	Female	242.65	283
	Male	328.53	345
Newly Qualified Paramedic (NQP)	Female	91.47	95
	Male	117.33	118
Total		779.99	841

	Identified as having a disability	
Position Title	FTE	Headcount
Ambulance Paramedic	11.80	14
Newly Qualified Paramedic (NQP)	3.00	3
Total	14.80	17

	Maternity & Adoption	
Position Title	FTE	Headcount
Ambulance Paramedic	9.07	11
Newly Qualified Paramedic (NQP)	0.00	0
Total	9.07	11

Position Title	Age Band	FTE	Headcount
Ambulance Paramedic	21 - 25	95.06	96
	26 - 30	136.37	143
	31 - 35	76.68	84
	36 - 40	65.82	78
	41 - 45	53.88	64
	46 - 50	59.83	69
	51 - 55	45.01	52
	56 - 60	31.28	34
	61 - 65	6.00	6
	66 - 70	0.61	1
	70 plus	0.64	1
Newly Qualified Paramedic (NQP)	16 - 20	3.00	3
	21 - 25	89.33	90
	26 - 30	51.33	52
	31 - 35	24.41	25
	36 - 40	18.61	20
	41 - 45	10.61	11
	46 - 50	4.50	5
	51 - 55	6.00	6
	56 - 60	1.00	1
Total		779.99	841

2)

- **Number of individual grievances raised between 1<sup>st</sup> September 2016 and the date of receipt of this request relating to the 'Newly Qualified Paramedic' job description / role and band six progression. Please state the number of these grievances that have been or are; heard and upheld, waiting to be heard, heard and not upheld.**
- **Number of collective grievances raised between 1<sup>st</sup> September 2016 and the date of receipt of this request relating to the 'Newly Qualified Paramedic' job description / role and band six progression. Please state the number of these grievances that have been or are; heard and upheld, waiting to be heard, heard and not upheld.**

We have received 3 individual grievances regarding paramedic rebranding & 1 Collective Grievance on this

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, 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