



MEETING TITLE Trust Board in Public		MEETING DATE 24/05/2018	
TITLE of PAPER	Update on the implementation of the National Paramedic Rebanding Agreement	PAPER REF	5.2
STRATEGIC OBJECTIVE(S)	Develop and retain a highly skilled, engaged and motivated workforce Provide a safe and caring service which demonstrates an efficient use of resources		
PURPOSE OF THE PAPER	This paper updates the Trust Board on the work to date on the implementation of the national Paramedic rebanding agreement and the implications of this rebanding on the Trust.		
For Approval	<input type="checkbox"/>	For Assurance	<input type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
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DISCUSSED AT / INFORMED BY – include date(s) as appropriate (free text – i.e. please provide an audit trail of the development(s)/proposal(s) subject of this paper):			
Trust Board 27 th March 2018 Trust Executive Group 2 nd October 2017			
PREVIOUSLY AGREED AT:	Group/Board:	Date:	
RECOMMENDATION(S)	It is recommended that the Trust Board: 1. Note the contents of the paper		
RISK ASSESSMENT		Yes	No
Corporate Risk Register and/or Board Assurance Framework amended <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource Implications (Financial, Workforce, other - specify) <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal implications/Regulatory requirements <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Diversity and Inclusion Implications <i>If 'Yes' – please attach to the back of this paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
ASSURANCE/COMPLIANCE			
Care Quality Commission Choose a DOMAIN(s)		Choose an item. 5: Well led	
NHSI Single Oversight Framework Choose a THEME(s)		6. Leadership & Improvement Capability (Well-Led)	

Private & Confidential

Update on the implementation of the National Paramedic Rebanding Agreement

1. PURPOSE/AIM

- 1.1 This paper updates the Trust Board on the work to date on the implementation of the national Paramedic rebanding agreement and the implications of this rebanding on the Trust.
- 1.2 The Board is asked to note the contents of the report.

2. BACKGROUND/CONTEXT

- 2.1 On 8th December 2016, the NHS Staff Council in conjunction with NHS Employers agreed a new job matching profile for all Paramedics; this rebanded all Paramedics from pay band 5 to pay band 6. This agreement has become known as 'Paramedic Rebanding'.
- 2.2 NHS England through NHS Improvement have committed to funding the Paramedic Rebanding, but this funding i.e. release of monies comes with the condition that the implementation of the national agreement is within the specified deadlines.
- 2.3 The national agreement is split into 2 sections, and delivery of both sections is required in order for the requisite funding to be released to the Trust.
- 2.4 The agreement acknowledged the ambitions of the Urgent and Emergency Care Review (UECR) and parties committed to working together to support the consistent national application of the new models of care and ways of working required by the UECR.
- 2.5 To support the review, the agreement gave commitment to work collaboratively to adopt the practice changes of the UECR for paramedic roles to support greater consistency in the scope of paramedic practice. The agreement aimed to ensure that paramedic roles across England are consistent by 2020, delivering on the objectives of the UECR, particularly in regard to delivery of the 'See and Treat' and 'Hear and Treat' pathways.

3. PROGRESS TOWARDS THE IMPLEMENTATION OF THE AGREEMENT.

- 3.1 There are 2 sections to the national Paramedic Rebanding agreement. The first section gives details for the process of managing the matching and assimilation of current Paramedics to the new Band 6 job profile; this work has been completed and the Trust Board can be assured that section 1 of the agreement has been fully implemented.
- 3.2 The second section of the agreement concerns the agreement of a new band 6 job description, a fast track process for Newly Qualified Paramedics (NQPs) and the educational requirements in order to meet the competencies required of the Band 6 job description.
- 3.3 The new Band 6 job description was agreed with Staffside and job evaluated in August 2017; this has been issued to all Band 6 Paramedics. Progress on the remaining aspects of Section 2 is set out below.

4. PROGRESS TOWARDS SECTION 2 OF THE AGREEMENT.

This section sets out the Trust progress towards the full implementation of section 2 of the agreement. The Board can be assured that we are on target to meet the milestones as specified in the agreement.

Paramedic Fast Track Process

- 4.1 It was agreed that by April 2017, the parties to the agreement would nationally develop a consistent approach to the assessment of accredited previous practice as a paramedic, or other practitioner, for entry into the fast track programme to band 6 i.e. that they could move to a Band 6 earlier than the 24 months prescribed for NQPs.
- 4.2 A process has been nationally developed through NENAS and this will be implemented locally at YAS. The process is initially a self-assessment process, followed by a formal assessment by a panel of clinicians. The applicants will be expected to evidence that they meet all the competencies required of the Band 6 role.
- 4.3 It is not envisaged that this fast track process will attract a significant number of applications as most of the YAS Paramedics have progressed through the paramedic career pathway. However, the funding for successful fast track applicants is not yet clear. There have not been any applicants for fast track to date.

Educational Requirements

- 4.4 To achieve the competencies of the Band 6 job description, there was recognition that some Paramedics would require education and development. The agreement therefore set out that nationally the parties would determine the training needs for paramedics to help them meet the required competencies.
- 4.5 It was also agreed that by April 2018, all established paramedics would have agreed a personal development plan (PDP) describing their training and development needs, with the aim that by April 2019 all training requirements will have been planned and accepted, and this training will be completed by April 2020.
- 4.6 The Trust has worked with the National Education Network for Ambulance Services (NENAS) on the frameworks for the Training Needs Analysis (TNA) and associated documents/processes which map the band 6 requirements against paramedic education.
- 4.7 To support this work, the AACE HRD Group and the NENAS Sub Group have agreed that all Paramedics who registered after 2008 through a Certificate in Higher Education or equivalent, including the IHCD Paramedic Award that included Module J, will, by default, have included the relevant subjects required by the HCPC and thus map across to the requirements of the new band 6 job description.
- 4.8 To identify the potential training needs of all paramedics, the Trust requested that all Paramedics complete a self-assessment to identify the number of staff that will require additional training to meet the criteria. The self-assessment will require all staff that registered pre and post 2008 to evidence where they meet the requirements and will highlight any gaps. Evidence may be in the form of formal education (self or Trust supported), experiential learning, CPD or further in-house training.
- 4.9 From the self-assessment process, the Trust identified that 216 Paramedics require additional training (6 days) to meet the required competencies. This training must be completed by April 2020; the timescales of this training is set out below. The Board can be assured that the Trust is on track with the NHSI planning and delivery requirements for the Band 6 Training Needs Analysis (TNA) "upskill" training. The Trust's TNA and training plan, as submitted to NHS Improvement, is set out in Appendix 1 and a summary is set out below.

4.10 **Timescales**

The Trust has committed to the following:

31 March 2018	PDP for each paramedic for implementation on 1 April 2018; detailed training plans available, outlining the training needs for each paramedic.
30 September 2018	at least 60% of all paramedic training requirements planned and accepted
31 March 2019	all paramedic training requirements planned and accepted
<u>Delivery of training plans</u>	
30 September 2018	at least 20% of all identified training completed
31 March 2019	at least 60% of all identified training completed
30 September 2019	at least 80% of all identified training completed
31 March 2020	all identified paramedic training requirements delivered

4.11 Monitoring of the implementation of this part of the agreement is by monthly return to NHS Improvement. A copy of the latest progress report is attached in Appendix 2. The Trust is on target to meet all the milestones.

4.12 The Trust will need to consider its approach for those Paramedics who are unable to meet the competencies of the new role; in terms of whether we will require additional Band 5 staff i.e. would we permit them to remain employed as EMT2 or Technicians. Discussions in relation to this are taking place at national level in order that the Trust remains consistent with other Ambulance Services.

5. **POTENTIAL IMPLICATIONS OF THE AGREEMENT**

5.1 The full implications of the agreement are likely to emerge over the coming months, but the increase in banding of any role is likely to cause a knock-on effect for the banding of other roles as staff perceive that they should be on a higher grade than those they manage.

5.2 The first request for rebanding has been from the Clinical Supervisors, currently Band 6, who are requesting a banding review via the Agenda for Change job evaluation process; they feel that the role is a Band 7. A&E Management are in the process of reviewing the job description in collaboration with a Clinical Supervisor representative and trade union representatives. The role will then proceed through due process with job analysis being the first stage. There are 135.91 FTE Clinical Supervisors across the Trust and they are currently banded at Band 6. The rebanding to Band 7 would have an additional cost to the Trust which will inevitably have some considerable financial impact; this has been noted in the Trust's risk register. The Board, through this update, will be kept informed of progress.

6. **NEXT STEPS**

6.1 The Paramedic Rebanding Group continues to monitor the implementation of the agreement and we are working very closely with our trade union colleagues as part of this group.

6.2 The YAS Academy will work with the Clinical Directorate to continue to implement the training programme for the 216 Paramedics who require reskilling to ensure that they meet the required competencies of the Band 6 role by April 2020.

- 6.3 The A&E Management will continue to work with staff representatives to review the job description for the Clinical Supervisors and ensure that the document reflects the role they undertake. The due job evaluation process will then take place.

7. RECOMMENDATIONS

It is recommended that the Trust Board

1. Note the contents of the paper

8. APPENDICES

Appendix 1 – Paramedic Training Needs Analysis (TNA) and Training Plan.
Appendix 2 – Progress report and milestones