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Dear Kathryn

Date: 6 December 2017
Ref: 07430

RE: Paramedic Re-banding

The NHSE/NHSI Ambulance Improvement Programme (AIP) programme board reviewed progress in implementing the terms of the funding agreement for paramedic re-banding on 8th November. This review confirmed that sufficient progress has been made to recommend to NHS England the release of the remaining funding for 2017/18. We are pleased to confirm that this recommendation has been accepted.

NHS England has instructed CCGs to release the funding for this year. You should now invoice for the re-banding funding due so far this year, less payments made on account, and thereafter on a monthly basis.

We are grateful for your work to implement the new Band 6 and Newly Qualified Paramedic role profiles. Paramedics are central to our plans to transform urgent and emergency care, by implementing new models of care such as See & Treat and Hear & Treat.

The re-banding of paramedics and implementation of a new national job description are important enablers for these changes, but they are not sufficient on their own. We will require all paramedics to acquire the skills, experience and professional development necessary for them to operate the new models of care confidently. They will need to work in a supportive and enabling environment, with appropriate systems and facilities to fulfil the potential of their professional role.

Therefore, we will continue to work with you to ensure that all aspects of the re-banding agreement are implemented and embedded over the next year, and as agreed. Next year's funding will be released each month, subject to confirmation that the key deliverables have been achieved by each ambulance trust (see below). In line with general NHS allocations, no firm funding commitments have been made beyond 2018/19. Progress in implementing the agreement will be monitored by a sub-group of the AIP Workforce & Leadership Workstream, reporting to the AIP programme board. The key deliverables required over the next two years are as follows:

- 31 Mar 2018
- Detailed training plans to be agreed and implemented from 1 April 2018, based on an assessment of each individual paramedic's training needs.

- Trusts ready to start implementation of the national B6 job description.
 - Ongoing delivery of the NQP consolidation of learning programme and SOPs.
 - Non-conveyance CQUIN incorporated into contracts for 2018/19.
- 30 Sept 2018
- Training plan implementation on track; at least 60% of all paramedic training requirements planned and accepted; at least 20% of all identified training completed.
 - B6 national job description being implemented as planned.
 - Ongoing delivery of the NQP consolidation of learning programme and SOPs.
- 31 Mar 2019
- Training plan implementation on track; all paramedic training requirements planned and accepted; at least 50% of all identified training completed.
 - B6 national job description fully implemented in all ambulance trusts.
 - Ongoing delivery of the NQP consolidation of learning programme and SOPs.
- 30 Sept 2019
- Training plan implementation on track; at least 80% of all identified training completed.
 - Ongoing delivery of the NQP consolidation of learning programme and SOPs.
- 31 Mar 2020
- Training plan implementation completed; all identified paramedic training requirements delivered in full.
 - Ongoing delivery of the NQP consolidation of learning programme and SOPs.

We would be grateful if you could ensure that your board has clear oversight of the implementation of these agreements. We do not underestimate the time and resources required to complete this work, however in order for paramedic re-banding to achieve the objectives of all stakeholders, and for future funding to be released, you and your teams will need to show that all aspects of the agreement are being delivered as intended.

This letter has also been shared with the Chief Executive of your Ambulance Trust.

Yours sincerely,



Miles Scott
Improvement Director
NHS Improvement



Jonathan Benger
National Clinical Director for Urgent Care
NHS England

cc Ambulance Lead Commissioners
NSHI Regional Directors
Mark Radford,
Elizabeth O'Mahoney