



<b>MEETING TITLE</b> Trust Board in Public		<b>MEETING DATE</b> 30/08/2018	
<b>TITLE of PAPER</b>	Update on the implementation of the National Paramedic Re-banding agreement	<b>PAPER REF</b>	5.5
<b>STRATEGIC OBJECTIVE(S)</b>	Best People: Attract, develop and retain a highly skilled, engaged and diverse workforce Safe and Sustainable: Provide a safe, effective, caring and sustainable service for all patients		
<b>PURPOSE OF THE PAPER</b>	The purpose of the paper is to provide assurance to the Trust Board that progress is on track with the implementation of the National Paramedic Re-banding agreement.		
<b>For Approval</b>	<input type="checkbox"/>	<b>For Assurance</b>	<input checked="" type="checkbox"/>
<b>For Decision</b>	<input type="checkbox"/>	<b>Discussion/Information</b>	<input checked="" type="checkbox"/>
<b>AUTHOR / LEAD</b>	Claus Madsen, AD of Education and Learning	<b>ACCOUNTABLE DIRECTOR</b>	Christine Brereton, Director of Workforce and OD
<b>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: see also guidance 3. overleaf]:</b>			
<b>PREVIOUSLY AGREED AT:</b>	<b>Committee/Group:</b> Choose an item. Choose an item.		<b>Date:</b> Click to enter date Click to enter date
<b>RECOMMENDATION(S)</b>	It is recommended that the Trust Board note the contents of the paper and are assured of the progress made		
<b>RISK ASSESSMENT</b>		<b>Yes</b>	<b>No</b>
<b>Corporate Risk Register and/or Board Assurance Framework amended</b> <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Equality Impact Assessment - [New]</b> <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Resource Implications (Financial, Workforce, other - specify)</b> <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Legal implications/Regulatory requirements</b> <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>ASSURANCE/COMPLIANCE</b>			
<b>Care Quality Commission</b> <b>Choose a DOMAIN(s)</b>		Choose an item. 5: Well led	
<b>NHSI Single Oversight Framework</b> <b>Choose a THEME(s)</b>		Choose an item. 6. Leadership & Improvement Capability (Well-Led)	

## **Private & Confidential**

### **Update on the implementation of the National Paramedic Re-banding agreement**

#### **1. PURPOSE/AIM**

- 1.1 The purpose of this paper is to provide assurance to the Trust Board that progress is on track with the implementation of the National Paramedic Re-banding agreement.
- 1.2 The Board is asked to note the contents of the report and be assured of the progress made.

#### **2. BACKGROUND/CONTEXT**

- 2.1 Previous updates on the implementation of the National Paramedic Re-banding agreement were provided to the Trust board in March and May 2018.
- 2.2 In the latest update, at the Trust Board meeting on 24<sup>th</sup> May 2018, the Board was provided with assurance that the Trust had fully implemented Section 1 of the agreement. This included the assimilation of all Paramedics onto the new band 6 Job Description. Funding from NHS England for Section 1 was received end of last finance year. Funding for section 2 is dependent on the successful implementation of the remaining milestones and within the specified deadlines.
- 2.3 NHSI monitors the implementation of Section 2 through the Ambulance HRD network and submissions from each service end of Month with a progress report on actions relating to the key milestones with the options of answering “no”, “yes” or “on track”.  
**See Appendix 1.**

#### **3. PROGRESS ON IMPLEMENTATION OF SECTION 2 OF THE AGREEMENT**

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

##### **Paramedic Fast Track Process**

- 3.1 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 health care professional, for potential entry onto the fast track programme to band 6 i.e. that they could move to Band 6 earlier than the 24 months at Band 5 prescribed for Newly Qualified Paramedics (NQPs).
- 3.2 A process was nationally developed through the National Education Network for Ambulance Services, NENAS, and has now been implemented locally at YAS.
- 3.3 The local adaptation was agreed with staff side and the full process and a brief FAQ section is available for staff on the Trust’s intranet:

- Full NQP Fast Track concept – link:  
<http://pulse.yas.nhs.uk/apps/Library/PoliciesandProceduralDocuments/NQP%20Fast%20Track%20Procedure%20v1.0.pdf>
- FAQ about NQP Fast Track – link:  
<http://pulse.yas.nhs.uk/LearningandDevelopment/Documents/NQP%20FAQs.pdf>

- 3.4 It is not envisaged that this fast track process will attract a significant number of applications. To date English Ambulance Trusts have each had between 0 and 7 Fast Track applications and just a few successful. YAS have had 1 successful applicant, and one more is in the pipeline.
- 3.5 NENAS continue to collaborate on this. Lately, progress was made – with staff side nationally – on identifying areas in need of further clarification and nationally agreed interpretation, such as how to evidence relevant ‘mentoring’ experience.
- 3.6 A sub-group of NENAS, including staff side, will review a number of successful and unsuccessful Fast Track applications to ensure national consistency. No Trusts have yet had any appeals, but if or when that happens, the same consistency review will be applied.

### **Training Plan implementation – Band 6 Upskill training**

- 3.7 Following a process of self-assessment and Personal Development Plans for all Paramedics, the Trust identified 216 individuals as of April 2018 in need of the ‘upskill’ training to meet the required competencies of the new band 6 Job Description.
- 3.8 The exact number has changed in line with staff leaving and joining the Trust, and the current (early August) number is precisely 200 – which was the number used in the original early estimate and cost calculations.
- 3.9 The completion of the required upskill training must be achieved by measures of “planning %” and “delivery %” as set out from NHSI. Full completion must be achieved by 1<sup>st</sup> April 2020, as this is the national ‘cut off’ date after which no Paramedic can work as a Paramedic to the band 6 Job Description if they do not meet the required competencies.
- 3.10 The Board can be assured that the Trust is on track with the NHSI planning and delivery requirements for the Band 6 “upskill” training. In addition to the progress report submitted end of each month to NHSI (see **Appendix 1**, for end of July submission), the table overleaf illustrates our current and forecasted progression towards the next milestone measures for September 2018.

<b>Milestone timescales</b>	<b>July results</b> <ul style="list-style-type: none"><li>Planned</li><li>Delivered</li></ul>	<b>August forecast</b> <ul style="list-style-type: none"><li>Planned</li><li>Delivered</li></ul>	<b>September forecast</b> <ul style="list-style-type: none"><li>Planned</li><li>Delivered</li></ul>
<b>30 September 2018</b> <ul style="list-style-type: none"><li>60% training planned</li><li>20% training delivered</li></ul>	<ul style="list-style-type: none"><li>33%</li><li>3%</li></ul>	<ul style="list-style-type: none"><li>33%</li><li>10%</li></ul>	<ul style="list-style-type: none"><li>66%</li><li>33%</li></ul>

- 3.11 The table below provides commentary regarding the future milestones and timescales for the continued implementation post September 2018.

<b>Future milestone timescales</b>	<b>Comments</b>
<b>31 March 2019</b> <ul style="list-style-type: none"><li>100% training planned</li><li>60% training delivered</li></ul>	<ul style="list-style-type: none"><li>The YAS Academy admin team work closely with A&amp;E Ops / Scheduling, and expect to have all training planned, scheduled and accepted by mid-March 2019. This then includes the last 2 of the 6 days for all 200 – to be completed in 2019/20</li><li>By end of March 2019 our forecasted delivery of all the identified training is 66%</li></ul>
<b>30 September 2019</b> <ul style="list-style-type: none"><li>80% training delivered</li></ul>	Not yet forecasted. But planning will proceed to achieve targets before deadline
<b>31 March 2020</b> <ul style="list-style-type: none"><li>100% training delivered</li></ul>	Not yet forecasted. But planning will proceed to achieve targets before deadline

- 3.12 Discussions in relation to consequences and options for those Paramedics who are unable to meet the national competency requirements are taking place at a national level to agree a consistent approach.

#### 4. NEXT STEPS

- 4.1 The Paramedic Re-banding Steering Group, which includes members from the three trade unions that have Paramedic members, continues to monitor the implementation of the agreement and work collaboratively on developing local communication and processes aligned to the implementation and YAS-ification of the nationally agreed concepts.

- 4.2 The YAS Academy will continue to work closely with the Clinical Directorate and A&E Ops (scheduling and management) to ensure the 200 Paramedics who require upskilling are supported to complete the required training in a timely fashion to ensure that they meet the required competencies of the Band 6 role by April 2020.

## **5. RECOMMENDATIONS**

- 5.1 It is recommended that the Trust Board note the contents of the paper and are assured of the progress made

## **8. APPENDICES**

Appendix 1 – Progress report and milestones as submitted to NHSI end of July 2018