



<b>MEETING TITLE</b> Trust Board in Public		<b>MEETING DATE</b> 29/11/2018	
<b>TITLE of PAPER</b>	Update on the implementation of the National Paramedic Re-banding agreement	<b>PAPER REF</b>	5.1
<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"/>
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<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> Choose a DOMAIN(s)		Choose an item. 5: Well led	
<b>NHSI Single Oversight Framework</b> Choose a THEME(s)		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, May and August 2018.
- 2.2 In previous updates the Board was provided with assurance that the Trust had fully implemented Section 1 of the agreement, including the assimilation of all Paramedics onto the new band 6 Job Description, and received the section 1 funding from NHS England end of last finance year. Funding for section 2 is dependent on the successful implementation of the remaining milestones within 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** – the latest (October 2018) progress report to NHSI.

#### **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 YAS is following the nationally agreed and developed 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 for Newly Qualified Paramedics (NQPs). This will allow those that meet the criteria and can evidence early completion of the qualification threshold to move to Band 6 earlier than anticipated (normally 24 months at Band 5 as an NQP).
- 3.2 The local adaptation (links to concept) was shared with the Board in the August 2018 update report.
- 3.3 As of August 2018 YAS had had 1 successful applicant and one in the pipeline. Status from mid-November 2018 is 11 successful applicants and 1 rejected. This mirrors the average national picture.

## Training Plan implementation – Band 6 Upskill training

- 3.4 Following a process of self-assessment and Personal Development Plans for all Paramedics, and adjusted accordingly in line with staff leaving and joining the Trust, YAS has approximately 200 individuals as of October 2018 in need of the ‘upskill’ training to meet the required competencies of the new band 6 Job Description.
- 3.5 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.
- 3.6 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 October submission), the following table illustrates how we met the crucial September 2018 milestone measures and our current and forecasted progression towards the next milestone measures for March 2019.

<b>Milestone timescales</b>	<b>September Results</b>	<b>Current Status (9 Nov 2019) results</b>	<b>March 2019 Forecast</b>
	<ul style="list-style-type: none"> <li>Planned</li> <li>Delivered</li> </ul>	<ul style="list-style-type: none"> <li>Planned</li> <li>Delivered</li> </ul>	<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>62.67%</li> <li>24.59%</li> </ul>		
<b>30 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>62.67%</li> <li>32.82%</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>66%</li> </ul>

- 3.7 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>All training is expected to be planned, scheduled and accepted by mid-March 2019. This 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

3.8 A consistent approach to consequences and options for those Paramedics who are unable to meet the national competency requirements are still being discussed at a national level.

#### 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

#### 6. **APPENDICES**

Appendix 1: Progress report and milestones as submitted to NHSI, October 2018