



Agenda for Change

London Ambulance Service NHS Trust working in partnership with UNISON, GMB, Amicus and TGWU

12 October 2005

Issue 12

Proposal for emergency medical technicians and new paramedics

At yesterday's Agenda for Change project board (Tuesday 11 October), agreement was reached in principle by management and staff-side on a proposal regarding emergency medical technician banding and the payment of recruitment and retention premium to selected paramedics appointed after 1 October 2004.

This proposal must now be accepted by the South West London Strategic Health Authority and the pan-London Reference Group with regard to recruitment and retention premium elements. If it is agreed at this level, the proposal will become a formal joint agreement that will be taken forward internally. At this point we will recommence with the internal banding process for emergency medical technicians, and recruitment and retention premium will be applied for a selected number of paramedics.

Details of the full proposal taken to the Agenda for Change project board are given below.

It must be stressed that the figures quoted in the proposal are only an indication of what the package may look like, and staff should not make any financial commitments based on these pay scenarios at this point.

1. Introduction of a new emergency medical technician 4 (EMT4) role

It is proposed that a new role is introduced within the Service, with effect from 1 October 2005, which recognises and builds on the experience gained by those staff in post for a specified period of time.

A new job description will apply to this role demonstrating the enhanced roles and responsibilities and associated training requirements.

It is anticipated that this new role will result in a higher banding outcome under Agenda for Change than the existing emergency medical technician 3 (EMT3) role, and any future reference in this document to 'progression' is therefore based on this assumption.

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Criteria

Criteria for eligibility which will apply to all existing EMT3 staff undertaking full A&E duties (including existing White-base work staff) is:

As at 1 October 2005:

- Three years' service post Millars
- Completion of all existing EMT3 training (accepting that few EMT3s would have already completed the recently-introduced five-day Continuous Professional Development (CPD) programme, this is likely to be future attendance rather than completed)

Plus

- "Sign up" to attending and then successfully completing training in enhanced patient assessment skills and clinical decision-making.
- "Sign up" to attending and then successfully completing training in enhanced airway management and use of the laryngeal mask airway.

Pay arrangements

It is proposed that a recruitment and retention premium (long-term) be applied to those staff who progress onto this new role. This will therefore be pensionable and count for the purposes of overtime, unsocial hours payments and any other payments linked to basic pay. Further details of this are given in the following excerpt from a draft proposal document to the South West London Strategic Health Authority and pan-London Reference Group.

"It is proposed that a RRP of £1,925 (9.7%) is paid from the date of introduction of the new role and to subsequent appointees up until 31 March 2006. The premium will be reduced on an annual basis in line with progression up the pay band. The rationale for this is to attract staff to this role quickly and retain them for a period allowing the Trust to recruit and train to other levels (technician, paramedic, emergency care practitioner)."

The premium proposed would result in the equivalent pay for all intents and purposes as pay point 22 (assuming banding outcome of pay band 5).

It is proposed that, with effect from 1 April 2006, any new staff progressing on to the EMT4 role will do so under standard Agenda for Change rules on pay progression when moving onto a higher band (para 6.33).

2. Agenda for Change implementation for existing EMT3s

All existing EMT3s will be assimilated onto Agenda for Change terms and conditions on the banding determined by their existing job description at 1 October 2004.

It is proposed that the process for determining the relevant banding of this post be returned to the Service to be concluded internally.

3. Recruitment and retention premium for new paramedics (post 1 October 2004)

It is recognised that Agenda for Change is a significantly different pay system to that historically in place for ambulance staff and, particularly for those paramedic staff who have taken up post after the implementation date of 1 October 2004, it has resulted in an unusual disparity in pay with colleagues in post on 1 October 2004. It is therefore proposed that a transitional recruitment and retention premium be applied to a selected group of paramedic staff who are affected by this disparity during the implementation of Agenda for Change.

The following excerpt from the draft proposal document to the Strategic Health Authority outlines the details.

“As the enhanced technician role is on a par (under Agenda for Change banding) with the paramedic role and recognising the need to recruit and retain these new paramedic staff also, it is proposed that for those staff already committed to a paramedic role (appointed after 1 October 2004 and/or applied for a paramedic position before 1 October 2005) receive a retention premium of £3410 (17%) reducing annually in line with progression up the pay band. This is to bring them in line with paramedic colleagues assimilated onto Agenda for Change from 1 October 2004. Whilst the actual number of staff affected is low (approximately 70), it is anticipated that a significant number of these paramedics would leave the Service if this premium was not paid as they applied and undertook their training on the expectation that once qualified, they would receive the same level of remuneration as their colleagues. It is worth noting that ambulance staff received spot salary rates prior to Agenda for Change and this is therefore a very different system to that experienced historically by ambulance staff. New staff entering paramedic training will be aware of the starting salary and pay progression under Agenda for Change, and it is therefore anticipated this would not be an issue for future recruitment. This will of course need to be monitored.”

The premium proposed would be classified as long-term for those posts affected and would result in the equivalent pay for all intents and purposes as pay point 24.

Those paramedic staff in post at 1 October 2004, would, under Agenda for Change, receive an incremental increase to the maximum pay point (25) on 1 October 2005.

Staff should note that since this remains a proposal at this stage to be agreed by external bodies, it is not included in the current assimilation details being sent to paramedics this month.

4. Knowledge and Skills Framework (KSF)

Whilst KSF outlines have not yet been developed for EMT4 or paramedic roles, it is anticipated that one KSF outline will apply to ambulance staff roles falling within the same pay band and would reflect the expectation of full paramedic training.

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5. Pay scenarios

The table below provides indicative salary packages for staff affected by the proposal. These indicative remuneration packages demonstrate the maximum benefit, taking account of full-time hours and full unsocial hours pay. Individual circumstances will therefore have a potential impact on the total amounts shown. As highlighted earlier, staff should not make any financial commitments based on these proposals at this stage.

Please see footnotes for conditions applied.

	New Paramedic	New Paramedic	EMT4	EMT4	EMT3	EMT3
	Inner London	Outer London	Inner London	Outer London	Inner London	Outer London
1.10.05						
Basic pay	19798 (Pay point 19)	19798 (Pay point 19)	19798 (Pay point 19)	19798 (Pay point 19)	19248 (Pay point 18)	19248 (Pay point 18)
Recruitment and retention premium	3410	3410	1925	1925	0	0
High cost area supplement	4642	3481	4345	3258	3850	2887
Unsocial hours payment	5802	5802	5431	5431	4812	4812
TOTAL	33652	32491	31499	30412	27910	26947

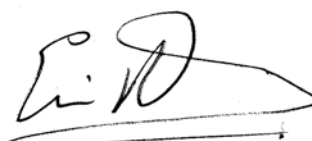
The above assumes pay banding of band 5 for EMT4

The above assumes maximum unsocial hours payment of 25% of basic salary

We will keep you informed of developments with respect to the above proposal.



Caron Hitchen
Agenda for Change Project Board Joint Chair
(Management-side)



Eric Roberts
Agenda for Change Project Board Joint Chair
(Trade Unions on behalf of UNISON, GMB,
Amicus, TGWU)