



Agenda for Change

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

17 August 2005

Issue 8

Job matching / job evaluation panels

Several panels met in the last week to consider key A&E positions, including emergency medical technician 3, paramedic and team leader.

Emergency medical technician 3

As you will be aware, the initial two attempts to match the EMT3 role came to a non-agreement and the task then moved to a full joint job evaluation panel, which met on Tuesday 9 August.

During this evaluation the panel came to the clear view that there were potentially two distinct roles within that group of EMT3 staff in London.

This was based on the fact that they believe that there is a differential between some EMT3s and others, based on the differing levels of experience and knowledge. This may be linked to the number of years in service post-qualification.

The joint Agenda for Change Leads are currently following up guidance from the panel and are engaged in intense discussions to find a solution which we hope may lead to a significant number of experienced EMT3s being placed in band 5, and the potential for other EMT3s to achieve band 5 status after they have gained similar levels of experience and knowledge.

The joint Agenda for Change Leads are committed to resolving these detailed issues as quickly as possible and are hopeful of finding an acceptable way forward in the next week or two.

The decision to recognise that a significant number of our EMT3s potentially fall within the band 5 profile is an extremely positive development which is welcomed by both management and the trade unions and will deliver real benefits for staff and patients.

Paramedics

The job matching panel for paramedics met on 11 August and has matched the existing paramedic job description to band 5. This result was consistency checked and confirmed on 12 August. It was noted, however, that the national curriculum for paramedics is under review and that the proposed changes may alter the outcome of that banding once they are introduced.

It was agreed, therefore, that the paramedic role will be re-evaluated within 12 months.

Update

Agenda for Change

Team leaders

The job matching panel for team leaders also met on 11 August and has matched the team leader role to band 6. This result was consistency checked and confirmed on 12 August. Given that the changes to the paramedic curriculum will also affect team leaders it was agreed that this role would also be re-evaluated within 12 months.

Indicative rates of pay

It is anticipated that the following gross salaries will now be applicable upon assimilation

- **Paramedics** on band 5 at Spine point 24 with full unsocial hours premium:
Inner London £33,651 pa
Outer London £32,491 pa
- **Team leaders** on band 6 at Spine Point 26 with full unsocial hours premium:
Inner London £36,522 pa
Outer London £35,263 pa

Those staff with differing levels of unsocial hours will be provided with their own specific rates of pay in due course.

Next steps

Arrangements are now being made for personal assimilation letters to be sent to all paramedics and team leaders. We will also begin work on calculating arrears of pay for these two staff groups.

Further progress will be reported in the next Agenda for Change bulletin.

Summer bank holiday – 29 August 2005

It has been agreed that existing Whitley arrangements will apply for the Summer bank holiday on Monday 29 August 2005. This is in line with the arrangements applied to the May and Easter bank holidays.

Payment for this day will be based upon current Whitley rates of pay and will not be taken into account when arrears are calculated for Agenda for Change, as in this instance the Whitley rates are more favourable.

For ease of reference, these are reproduced on the following page.

Agenda for Change

Duty	Entitlement to pay	Entitlement to leave
Rostered duty day worked	Enhanced rates for hours worked on public holiday. Overtime on public holiday at double time.	Day in lieu of public holiday
Rostered day off	Overtime worked on public holiday paid at double time.	Alternative rostered day off, to be taken at mutually convenient time
Rostered duty day but not required to work	Normal day's pay	Nil

Day in lieu

- When the time worked is less than half the normal hours worked on the shift on that day - a half shift off
- When the time worked is half or more the normal hours worked on the shift on that day - a full shift off.

Staff who start a tour of night duty on a public holiday (i.e. those whose only working time on a public holiday is one or two hours from the start of the shift to midnight) will be granted a full shift off in lieu on the grounds that it was necessary for them to rest immediately prior to commencing duty.

A day in lieu can only be granted for staff who actually work. Those absent on annual leave or sick leave are not entitled.

Alternative day off

Where a public holiday coincides with a rostered day off and an alternative day off is taken at a mutually convenient time, this is an alternative rostered day off and not a day in lieu of a public holiday.

Where to find out more about Agenda for Change

This bulletin is one of the ways we will keep you updated about Agenda for Change. There is further information on the Service's intranet - *the pulse* (<http://thepulse>) - as well as your trade union's website. Another site to visit is the Department of Health's website at www.dh.gov.uk. If you have any comments or questions about Agenda for Change, email agendaforchange@lond-amb.nhs.uk.

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