

**Work for members in the AMBULANCE**

**SERVICE**

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**Proposals**

For these staff, at their 12 month anniversary of employment (the Start Date) as a newly qualified paramedic, they will automatically progress to Band 6 (spine point 21).

 For these staff, at their 12 month anniversary of employment a review will be undertaken to consider what remaining elements of the consolidation of learning programme they require to support their ongoing development. This includes the consolidation learning outcomes of clinical, professional practice, leadership, mentoring, wellbeing and resilience and reflective practice. A commitment to undertake any outstanding training or development will be required over the following 12 months, with appropriate support and/or training put in place by employers

**Affected Staff**

Newly qualified paramedics, employed between 1 September 2016 and 31 March 2017 (the Start Date). ie newly qualified paramedics registered with the HCPC and commenced employment in one of the 10 English ambulance trusts or Isle of Wight NHS Trust as a paramedic between these dates at Band 5, not subject to the job matching process

**The NHS Pay Claim**

An increase equivalent to inflation (currently 3.9%)

A consolidated increase of £800 per annum

The removal of the bottom two points on the lowest pay scale.

**For the Attention of Officers, Branches and Workplace Organisers**

Paramedic Role - Consultation

GMB and the other Ambulance Service Trade Unions set out our position on the current state of the implementation of Section 1 of the paramedic banding agreement (England), including specific concerns around the NQP programme and fast track scheme.

A proposal from the employers has been circulated to Regions, Officers and Branches for local consultation. The GMB National Ambulance Committee meets next Wednesday (4 October) to look at the proposals. These include moving NQPs who started their role between 1 September 2016 and 31 March 2017 into band 6 at their 12 month anniversary.

Also circulated are revised version (8) of the fast track process which has been updated following feedback from Trade Unions and;

A draft national paramedic JD which should also come to you via your local partnership machinery for your views and comments, plus comparison with your local paramedic JD.

While the new proposal could be seen as a concession by the employer, there is a consultation process which GMB will undertake.

The employers accept the following in respect of Fast Track:

\*Revising the use of ‘excellence’ and ‘excel’ to more appropriate language.

\* Change to eligibility regarding disciplinary, so that only if formal warning or sanction since commencing the role are included.

\* Moderated the SI and AI criteria to ‘proven’.

\* Accept that if an NQP is not released for statutory training this is not held against them.

\*A line manager cannot unfairly block an application for fast track for no sensible reason.

\* A review by NENAS of unsuccessful and successful fast track applications to aid consistency.

**Further Updates will follow**

**September 2017**