



Freedom of Information Request

9 April 2023

Question & Answer

- 1. The job description, pay band, and other relevant terms and conditions of employment for NQPs in the NQP programme.**

Please see the attached document containing Newly qualified paramedic job description.

The salary range is Agenda for Change Band 5.

- 2. The level of support and guidance provided to NQPs during their initial twelve months of employment, broken down by phase.**

NQPs are currently given a 5-day induction course where learning outcomes must be met before moving forward into Operations for Station induction and observer shifts.

NQPs have access to the Education and Professional Development Department at any time, not just during their NQP probationary year but throughout their career to facilitate further learning.

- 3. The rota arrangements for NQPs during their probationary period, including the frequency and duration of shifts worked with more experienced staff members, broken down by phase.**

There is a Risk Assessment carried out to calculate the number of shifts a NQP should be observing for and working with clinically trained staff before being deployed on rostered shifts.

- 4. The number of shifts worked by NQPs with a paramedic during their probationary period, broken down by operational division and phase.**

We do not hold the information you have requested.

- 5. The number of shifts worked by NQPs with non-clinical staff, students, technicians, or other NQPs during their probationary period, broken down by operational division and phase.**

We do not hold the information you have requested.

- 6. Any policies, procedures, or guidelines in place to ensure that NQPs receive appropriate support and guidance during their probationary period, and whether these have been updated to reflect the new NQP role, broken down by phase.**

Please find attached the following documents which were specifically developed with the introduction of NQPs transitioning from their academic programmes.

- Guidance for Crewing of Newly Qualified Paramedics
- NQP FAQs
- Supporting Newly Qualified Graduate Paramedics

- 7. Any operating procedures that have been specifically created for NQPs in the NQP programme, and whether these are clear and concise.**

There are no specific operating procedures for NQPs, as they are qualified registered staff.

- 8. Any complaints or grievances raised by NQPs regarding their employment and working conditions during their probationary period, broken down by phase and operational division.**

There are none recorded on that match this criteria.

- 9. Why do NQPs in SAS complete a one-year NQP programme opposed to a two-year period like other services throughout the UK?**

The SAS programme is designed to help NQPs in SAS make the step from student to competent and capable registered health professional in their first year of practice. This timeframe aligns with Flying Start NHS which is the national development programme for all newly qualified nurses, midwives and allied health professionals in all sectors and settings in Scotland.

- 10. What justification does SAS have for NQPs to start on band 5 when newly qualified nurses start on their starting salary of band 5?**

The NQP job description was evaluated at Band 5 and therefore they are placed on that banding from joining the Scottish Ambulance Service.

- 11. Why does SAS not count the NQP programme as time served as a paramedic within the service and therefore disenfranchise NQPs from equal opportunities for paramedics who have worked their first year qualified entering through a non-degree route?**

NQPs are registered Paramedics and are considered such by Scottish Ambulance Service. The NQP period is to support their transition to autonomous clinical practice.

Working Together for Better Patient Care