

Agenda Item

4.2

Joint Commissioning Committee**Emergency Medical Technician Re-Banding Business Case**

Dyddiad y Cyfarfod / Date of Meeting	12/11/2024
Statws Cyhoeddi / Publication Status	Open/ Public Not Applicable
Awdur yr Adroddiad / Report Author	Ross Whitehead, Director of Commissioning for Ambulance and 111
Cyflwynydd yr Adroddiad / Report Presenter	Ross Whitehead, Director of Commissioning for Ambulance and 111
Noddwr yr Adroddiad / Report Sponsor	Stacey Taylor, Interim Chief Commissioner

Pwrpas yr Adroddiad / Report Purpose	To Approve
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Engagement (internal/external) undertaken to date (including receipt /consideration at Committee/Group)		
Committee / Group / Individuals	Date	Outcome
NWJCC Development Session	15/10/2024	Noted
NWJCC Interim Ambulance & 111 Management Group	17/10/2024	Noted

Acronyms / Glossary of Terms	
AfC	Agenda for Change
EMT	Emergency Medical Technician
HBs	Health Boards
JCC	NHS Wales Joint Commissioning Committee
WASUT	Welsh Ambulance Services University NHS Trust
WG	Welsh Government

1. INTRODUCTION

The purpose of this report is to present to Members the Emergency Medical Technician (EMT) re-banding business case received by the Interim Chief Commissioner from the Welsh Ambulance Services University NHS Trust (WASUT) at the end of August 2024.

This case is attached as **Appendix 1**.

2. SITUATION /BACKGROUND

Members received a brief update on the receipt of the Emergency Medical Technician re-banding business case at the JCC meeting on 17 September 2024. At that time, there had been insufficient opportunity for the Ambulance & 111 team to consider the case in detail.

Members were clear at the time on the financial position of the JCC and the challenge that the unexpected presentation of this case presented to them.

The case has now been reviewed and Members also had the opportunity to discuss the case at the JCC development session on the 15 October 2024. The case has also been discussed at the Interim Ambulance and 111 Collaborative Commissioning Group.

Further to these following discussions by the JCC Interim Chief Commissioner and Director of Finance & Information with Welsh Government (WG) officials it has been confirmed by WG that the resolution of this case is considered a commissioner issue and no central funding is available to support its implementation.

Members will note that that case outlines the context of this re-banding, namely the adoption of new Agenda for Change (AfC) role profiles by NHS Employers aligning to these roles. The case is also clear that it is the provider's view that maintenance of the status quo in light of these role profiles will potentially lead to far more significant costs to the provider as a result of challenge to the existing job description banding.

Members should also note that it is the view of the JCC Ambulance & 111 team that the case is not compelling in relation to the improvement in productivity and outcomes that would be delivered as a result of implementing this case. This also raises broader questions on the appropriate skill/crew mix within the ambulance service in Wales to best meet the needs of the population and deliver best value for the JCC commissioning allocation.

However, it is considered that overall, the additional risk to the provider and potentially the JCC of not proceeding with the case outweighs the

benefit of revisiting the delivery benefits of the case at this time. Further work should be undertaken by the service on improving the productivity and outcomes benefits of this case as part of its implementation.

3. KEY RISKS / MATTERS FOR ESCALATION

Emergency Medical Technician Job Profile – Business Case

- There is a significant financial ask within the case, whilst the provider will be expected to manage these in-year, there are ongoing implications that the committee will need to consider; and
- There are potentially significant commissioning risks should the case not be progressed, both from a financial and operational delivery perspective.

4. ASSESSMENT

Objectives / Strategy	
Dolen i Nod(au) Strategol CBC /Link to JCC Strategic Goal(s)	Improving Care
Dolen i Ddeddf Llesiant Cenedlaethau'r Dyfodol – Nodau Llesiant / Link to Wellbeing of Future Generations Act – Wellbeing Goals 150623-guide-to-the-fg-act-en.pdf (futuregenerations.wales)	A Healthier Wales
	If more than one applies please list below: A more equal Wales
Dolen i Hwyluswyr Ansawdd <i>(Canllawiau Statudol Dyletswydd Ansawdd (llyw.cymru)) /</i> Link to Enablers of Quality <i>(Duty of Quality Statutory Guidance (gov.wales))</i>	Whole-systems Perspective
	If more than one applies please list below: Culture and valuing people Leadership
Dolen i Feysydd Ansawdd <i>(Canllawiau Statudol Dyletswydd Ansawdd (llyw.cymru)) /</i> Link to Domains of Quality <i>(Duty of Quality Statutory Guidance (gov.wales))</i>	Efficient
	All apply

Effaith Amgylcheddol/ Cynaliadwyedd (5R) / Environmental /Sustainability Impact (5Rs)	No - Not Applicable
	If more than one applies please list below:

Impact Assessment		
Ansawdd <i>Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Ansawdd? /</i> Quality <i>Have you undertaken a Quality Impact Assessment Screening?</i>	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
	Outcome:	If no, please include rationale below: N/A
Cydraddoldeb <i>Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Gydraddoldeb? /</i> Equality <i>Have you undertaken an Equality Impact Assessment Screening?</i>	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
	Outcome:	If no, please include rationale below: N/A
Cyfreithiol / Legal	There are no specific legal implications related to the activity outlined in this report.	
Enw da / Reputational	There is no direct impact on the reputation of the Joint Committee as a result of the activity outlined in this report.	
Effaith Adnoddau <i>(Pobl /Ariannol) /</i> Resource Impact <i>(People / Financial)</i>	Yes (Include further detail below)	
	This has been identified within the report and appendix	

5. RECOMMENDATIONS

The Joint Commissioning Committee is asked to:

- **Discuss** the attached business case,
- **Approve** the requirement for the Welsh Ambulance Service University NHS Trust to manage the totality of the 2024/25 financial costs of the case within their existing resource envelope;
- **Approve** the requirement for the Welsh Ambulance Service University NHS Trust to develop a range of options for the committee to consider as part of the planning for 2025/26 onward to manage the ongoing revenue implications of this case; and

- **Approve** the requirement of the Welsh Ambulance Service University NHS Trust to develop plans that maximise the productivity and outcome gains of this case alongside its wider clinical workforce, supporting each staff group to work to the full limits of their clinical scope and minimising duplication of these scopes through appropriate crew mix.

6. NEXT STEPS

Subject to Joint Committee approval of the proposed recommendations, the interim Chief Commissioner and the Director of Commissioning for Ambulance Services and 111 will write to the provider confirming the expectations of the Committee.