

20<sup>th</sup> August 1999

**To: Chief Executive Officer  
Each Health Board**

**Agreement on Pay and Conditions of Ambulance Transport Supervisors**

Dear Sir/Madam

I am to advise that agreement has now been reached with IMPACT/SIPTU, in settlement of their claim on behalf of the above group, under Clause 2 (iii) A of the Programme for Competitiveness and Work.

The claim has been addressed on the basis of a pay and productivity agreement and the terms of the latter are enclosed, for your attention. The revised salary scale for Ambulance Officers is attached at Appendix A.

I would request that arrangements now be made for the implementation of both pay and productivity elements of the agreement.

If you have any queries concerning this agreement please contact the undersigned.

Yours faithfully

  
Marian Keogh  
**INDUSTRIAL RELATIONS EXECUTIVE**

M1/mk/0659

**Terms of Agreement for Ambulance Transport Supervisors under  
the provisions of Clause 2 (iii) A of the Programme for  
Competitiveness and Work**

**(HSEA/IMPACT/SIPTU)**

**(1) Pay**

**(i) Salary Scale**

The salary scale applicable to this grade will be Grade V1 (Clerical/Administrative), on an all-inclusive basis. The revised salary scale is attached at Appendix A.

**(ii) Assimilation**

Assimilation to the revised scale will be by way of corresponding point.

**(iii) Long Service Increment**

The revised salary scale provides for two Long Service Increments, payable After 3 years and 6 years service respectively on the maximum of this scale.

**(iv) Implementation Dates**

- 50% of increase to be implemented from 1<sup>st</sup> June 1996
- The remaining 50% to be implemented with effect from 1<sup>st</sup> June 1997.

**(v) Allowance for Site Ambulance Officer Duty at Large Crowd Events**

The Agreement provides for the introduction of a two-tier fixed allowance for this duty occurring at week-ends and out-of-hours.

Payments will be as follows:

Up to 5 hours attendance - £80

Over 5 hours attendance - £130

\* These payments will be the subject of a joint review in one years time.

Management are seeking the support and participation of Ambulance Transport Supervisors to include Control Supervisors, In Service Instructors and Instructors in the National Ambulance Training School in the development and implementation of an appropriate management structure to provide effectively for the needs and requirements of a modern day ambulance service. This development of the service is in the context of recommendations made by the Review Group on the Ambulance Service which set out a strategy to deal with the changing nature of the service and the subsequent demands and pressures placed on delivery.

- In this context, it is proposed to develop fully a structure which would incorporate functional responsibilities. To give effect to this structure, areas of responsibility will not solely be determined on a regional basis, but will be orientated towards individual disciplines to fulfill the overall requirements of the service. These will be as follows:
  - \* Operations
  - \* Training & Development
  - \* Transport/Fleet Management
  - \* Logistics
  - \* Control/Communications
- The grade title will be amended to that of Ambulance Officer. Therefore, the structure will incorporate Operations Officer, Training & Development Officer, etc.
- Ambulance Officers will be appointed at Grade VI (Clerical/Administrative) and the salary scale will be all-inclusive, requiring the elimination of overtime payments. This may necessitate the putting in place of alternative arrangements by individual Boards to eliminate the practice of regular working, on a consistent basis, outside of normal hours.
- The new structure will not be uniform across health boards, but will have scope for adaptation to meet local needs. It will not preclude a combination of elements of both functional and regional structures where this is more appropriate. Similarly, it will not preclude a combination of the specified functional roles in smaller Health Board areas.
- Flexibility will be required in relation to the assignment of responsibilities as inter-changeability may be necessary.
- Co-operation with and commitment to continuing education and training in line with management requirements and any specialist responsibilities.
- Full commitment and co-operation with ongoing change and future service developments.

APPENDIX A

AMBULANCE OFFICERS – SALARY SCALE

	<u>1/6/1996</u>	<u>1/10/1996</u>	<u>1/1/1997</u>	<u>1/6/1997</u>	<u>1/7/1997</u>	<u>1/4/1998</u>	<u>1/7/1998</u>	<u>1/7/1999</u>
	£	£	£	£	£	£	£	£
	20,278	20,582	20,788	20,788	21,049	21,308	21,787	22,114
	20,713	21,024	21,234	21,234	21,495	21,765	22,255	22,589
	21,310	21,630	21,846	21,846	22,107	22,392	22,896	23,239
	22,315	22,650	22,877	22,877	23,138	23,449	23,977	24,337
	22,924	23,268	23,501	23,501	23,762	24,089	24,631	25,000
<b>LSI 1</b>	23,348	23,698	23,935	24,369	24,630	24,978	25,540	25,923
<b>LSI 2</b>	23,771	24,128	24,369	25,239	25,500	25,870	26,452	26,849