



19 March 2020

Email: Claire McCullough request-644775-a85652d3@whatdotheyknow.com

Dear Ms McCullough

FREEDOM OF INFORMATION REQUEST

Request No: AD-IG-01(2)-29-2020

Subject: NIAS Recruitment

Request:	Date Received:	09/02/2020
	Date of Monitoring:	10/02/2020
	Date of Response:	19/03/2020

Thank you for your request for information received on 9 February 2020 which was dealt with under the terms of the Freedom of Information Act 2000. Northern Ireland Ambulance Service (NIAS) Health and Social Care Trust has now completed its search for the information you requested and that is detailed below.

I would further apologise for the slight delay in the provision of the information.

Question 1

Why does your position on the NIAS waiting list not change? How do we accurately know where we are on that list?

Answer 1

Your position on a waiting list is established from the initial recruitment. I have attached the NIAS document entitled 'Applicant Information Booklet For The Role of Emergency Medical Technician' which is issued prior to individuals when they express an interest in the role of Emergency Medical Technician. The document provides further information on the Trust's use of waiting lists throughout Appendix 2, pages 25-28.

The Business Services Organisation (BSO) has been established to provide a broad range of regional business support functions and specialist professional services to the health and social care sector in Northern Ireland. This includes recruitment functions. BSO should be contacted and they should be able to advise you accurately on your location on the waiting list.



Question 2

Why does NIAS have 246 people on a trainee EMT waiting list when the majority won't get taken on a cohort within the 1 year of remaining on the list?

Answer 2

A waiting list is compiled of all candidates in merit order who pass the initial selection (ie interview) process. Whether an individual ultimately takes up a place on the EMT training course is dependent on whether a vacancy exists in their preferred location, as well as on successful completion of a driving assessment and pre-employment checks. It is best HR practice to limit recruitment waiting lists to 12 months' duration, however, in limited circumstances and according to the exigencies of the service, these waiting lists may be extended for a short period of time.

Question 3

Why do NIAS not shortlist according to experience, voluntary work etc?

Answer 3

Shortlisting is undertaken on the basis of the essential criteria for the role, as outlined in the relevant Personnel Specification. However, in the interests of efficient processing of large numbers of applicants, NIAS reserves the right not to carry out a formal shortlisting exercise prior to the selection stage. In these circumstances, it will be assumed that applicants meet the essential criteria required by the stated closing date as outlined in the Personnel Specification. Applicants will be expected to provide evidence to this effect during the pre-employment checks stage. Failure to do so will result in a withdrawal of any conditional offer of employment.

Question 4

Is the Paramedic Science degree currently only available for NIAS employees going to be offered to the public and when?

Answer 4

The Foundation Degree in Science in Paramedic Practice (FdSc) which is provided in partnership with Ulster University is currently only available to NIAS employees. Emergency Medical Technicians within NIAS may be able to enter year 2 of the programme with advanced standing through Accreditation of Prior Learning. This includes both EMTs who hold the IHCD (Institute of Health And Care Development) award in Ambulance Aid and those who hold the Associate Ambulance Practitioner Award (AAP). EMTs applying via this route will undergo a bridging module in preparation to undertake the FdSc and Accreditation of Prior Learning (APL) process to gain entry directly onto year 2 of the programme.

A determination regarding direct entry to the programme is presently under Trust consideration.

I hope the above assists you. If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. Please note that, under the Re-use of Public Sector Information Regulations, if you wish to publish or otherwise use this information besides for your own means, you will need to seek our permission to do so.

In the event that you require a review to be undertaken, you can do so by writing to the Director of Finance and ICT, Northern Ireland Ambulance Service (NIAS) HSC Trust, Site 30, Knockbracken Healthcare Park, Saintfield Road, Belfast, BT8 8SG.

If following an internal review, carried out by an independent decision maker, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the Trust has complied with the terms of the Freedom of Information Act.

You can write to the Information Commissioner at:

Website: ni@ico.org.uk
Post: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF
Telephone: 028 9027 8757 or 0303 123 1114 (Belfast based Office)

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However the Commissioner has the option to investigate the matter at his discretion. Please be advised that NIAS replies under Freedom of Information may be released into the public domain via our website @ <http://www.niamb.co.uk>. Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

Alison Vitty

Alison Vitty (Miss)
CORPORATE MANAGER