



Freedom of Information Request

11th October 2024

Question

I would like to request information regarding the employment opportunities for newly qualified paramedics within the Scottish Ambulance Service. Specifically, I am seeking the following information:

1. The total number of paramedic graduates who applied for positions with the Scottish Ambulance Service in each of the last three years (2021, 2022, 2023), broken down by region and station.
2. The number of newly qualified paramedics who were employed by the Scottish Ambulance Service in each of the last three years (2021, 2022, 2023), broken down by region and station.
3. The number of vacancies advertised for paramedic positions in Scotland in each of the last three years (2021, 2022, 2023), broken down by region and station.
4. Any internal or external reports, communications, or assessments that discuss challenges, restrictions, or limitations related to employing newly qualified paramedics in Scotland over the past three years, with details about any regional or station-specific challenges.
5. The total costs associated with the recruitment of newly qualified paramedics over the past three years (2021, 2022, 2023), including costs related to advertising, recruitment campaigns, assessments, and onboarding processes, broken down by year and region.
6. Any planned changes or initiatives to address the employment of new paramedic graduates in Scotland, with a breakdown by region if applicable.

If possible, I would appreciate the information being provided in electronic format.

Answer

In 2018 the Health Care Professions Council announced a change in the Standards of Education and Training for Paramedics. This change introduced a new threshold of degree level training for paramedics from September 2021. This is a three-year course, which is reflected in the recruitment numbers for the Scottish Ambulance Service

- 1. The total number of paramedic graduates who applied for positions with the Scottish Ambulance Service in each of the last three years (2021, 2022, 2023), broken down by region and station.**

Please see the attached sheet detailing the number of NQP's who have applied for positions within the Scottish Ambulance Service. We have not broken this down by Region or Station as this is information held in the advert and the application form. To report on this, would require us to look at each advert and application and apply complex skill and judgement. It is also important to note that



applicants have the right to delete their applications or withdraw from the process at any time, this is not reflected in the figures provided.

For the given data, you will see that some of the figures are shown as less than five, please note that this figure has been suppressed because the statistical value is less than five. The Scottish Ambulance service has a duty, under the Data Protection Act to avoid directly or indirectly revealing any personal details. It is therefore widely understood that provision of statistics on small numbers, five or less are statistically suppressed upon disclosure

2. The number of newly qualified paramedics who were employed by the Scottish Ambulance Service in each of the last three years (2021, 2022, 2023), broken down by region and station.

Please see the attached sheet detailing the number of NQP's recruited into the Scottish Ambulance Service broken down by region and station. It is important to know, recruitment figures are reported on financial years which is what has been provided. The significant increase in the year 23/24 is a result of NQP's qualifying from the 3-year university course. For the given data, you will see that some of the figures are shown as less than five, please note that this figure has been suppressed because the statistical value is less than five. The Scottish Ambulance service has a duty, under the Data Protection Act to avoid directly or indirectly revealing any personal details. It is therefore widely understood that provision of statistics on small numbers, five or less are statistically suppressed upon disclosure.

3. The number of vacancies advertised for paramedic positions in Scotland in each of the last three years (2021, 2022, 2023), broken down by region and station.

Please see the attached sheet where tab 3 details the Paramedic positions advertised by year. We have not broken this down by Region or Station (although some job titles contain the location) as this is information held in the advert and the application form. To report on this, would require us to look at each advert and application and apply complex skill and judgement.

It is important to note the term 'Paramedics' is very broad and is contained in several job titles within SAS, so this means we have provided vacancies advertised for the following positions:

- Air Ambulance Paramedics
- Qualified Paramedics or Qualified Technicians (e.g. one advert recruiting for any of these)
- Qualified Paramedic, Technician and NQP (e.g. one advert recruiting for any of these)
- Air Ambulance Qualified Paramedic -Team Leader

For the given data, you will see that some of the figures are shown as less than five, please note that this figure has been suppressed because the statistical value is less than five. The Scottish Ambulance service has a duty, under the Data Protection Act to avoid directly or indirectly revealing any personal details. It is therefore widely understood that provision of statistics on small numbers, five or less are statistically suppressed upon disclosure

4. Any internal or external reports, communications, or assessments that discuss challenges, restrictions, or limitations related to employing newly qualified paramedics in Scotland over the past three years, with details about any regional or station-specific challenges.

Please see the attached PDF detailing an extract from a National Partnership meeting October 2024.



5. **The total costs associated with the recruitment of newly qualified paramedics over the past three years (2021, 2022, 2023), including costs related to advertising, recruitment campaigns, assessments, and onboarding processes, broken down by year and region.**

The Scottish Ambulance Service does not hold costs specific to the recruitment of newly qualified paramedics. It is for this reason; we have applied the exemption Section 17 of the Freedom of Information Scotland Act 2002 as information not held.

6. **Any planned changes or initiatives to address the employment of new paramedic graduates**

The Scottish Ambulance Service has the right to take decisions which set out the requirements for applying and appointing roles for vacancies available within the Service. There are no planned initiatives or changes relating to recruiting new paramedic science graduates; It is for this reason; we have applied the exemption Section 17 of the Freedom of Information Scotland Act 2002 as information not held.