

Date: 23 June 2026
Our Ref: FOI2026-3379
Enquiries to: Freedom of Information
Email: psd.foi@nhs.scot

Dear [REDACTED]

Freedom of Information Reference: FOI2026-3379

Thank you for your information request received on 25 May 2026 by Public Services Delivery Scotland (PSD Scotland).

From 1 April 2026, NHS Education for Scotland (NES) and NHS National Services Scotland (NSS) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. This means your Freedom of Information request is now being responded to by PSD Scotland.

Your Request

I request recorded information held by your organisation relating to discussions, planning, workforce development, or progression pathways concerning ambulance technicians (or equivalent non-paramedic clinical staff) progressing to registered paramedic status.

Timeframe: 1 January 2018 to present

Specifically, I request:

*1. SCOPE/PENS records relating to Technician to Paramedic progression
Copies of any agendas, minutes, action logs, briefing papers, presentations, discussion papers, programme documents, attendance records, or circulated papers from SCOPE/PENS meetings (or successor groups) where any of the following were discussed:*

- “Technician to Paramedic”*
- ambulance technician progression*
- technician-to-paramedic pathways*
- paramedic workforce pipelines*
- recognition of prior learning (RPL) for ambulance technicians*
- advanced entry into paramedic education programmes*
- widening access routes for existing ambulance clinical staff*

Chair Mr Keith Redpath
Chief Executive Professor Karen Reid

This should include records where “Technician to Paramedic” formed a standing agenda item.

2. Correspondence

Copies of correspondence (including emails, letters, internal communications, or briefing exchanges) between NES/Public Services Delivery Scotland and any of the following relating to technician-to-paramedic progression:

- Scottish Ambulance Service (SAS)*
- Scottish Government*
- Scottish universities delivering paramedic education*
- SCOPE/PENS participants or working groups*

Specifically relating to:

- admission routes for ambulance technicians to paramedic degree programmes;*
- barriers to progression;*
- workforce shortages or workforce planning linked to technician progression;*
- remote and rural workforce considerations;*
- RPL or advanced standing for existing ambulance technicians;*
- proposals, options, or models for technician-to-paramedic pathways.*

3. Workforce planning and policy documents

Copies of any draft or final:

- options appraisals,*
- proposals,*
- policy papers,*
- workforce modelling,*
- business cases,*
- briefing papers,*
- recommendations, or*
- review documents*

relating to technician-to-paramedic progression in Scotland.

This includes documents considering:

- workforce shortages of paramedics;*
- remote and rural staffing challenges;*
- retention of ambulance technicians;*
- earn-while-you-learn or employment-based progression routes;*
- barriers preventing technicians from progressing to paramedic registration.*

4. Decisions and outcomes

Please provide recorded information showing:

- actions agreed,*
- recommendations made,*
- decisions taken, or*
- reasons for not implementing any technician-to-paramedic progression framework where held.*

For avoidance of doubt, I am requesting all information held by your organisation regardless of whether NES/Public Services Delivery Scotland chaired, owned, or administered a meeting or programme, where records are held in your systems, emails, document repositories, or meeting papers.

Chair Mr Keith Redpath

Chief Executive Professor Karen Reid

I wish to advise under the Freedom of Information (Scotland) Act 2002 (FOISA), that PSD Scotland can provide a partial response to your request, as detailed below.

Under Section 17 of the FOISA information is not held for the 2018-2021 period. Paramedic programmes only came under a commissioning lens when intake targets were set and this was after the post COVID recovery period of 2021.

1. SCOPE/PENS records relating to Technician to Paramedic progression

NES as a predecessor of PSD Scotland holds records relating to the Scottish Collaboration of Paramedic Education (SCoPE) and its successor arrangements, the Paramedic Education Network Scotland (PENS). Ownership, chairing and secretariat for PENS moved from NES to the Royal College of Paramedics (RCOP) as of early 2026.

Information relevant to this question is detailed in the below table and attachments.

Document	Description
FOI2026-3379-Annex A	A Technician to Paramedic Options Report
FOI2026-3379-Annex B	Scope Update February 2024
FOI2026-3379-Annex C	PENS Meeting notes 24 February 2026

Redactions have been applied to names and identifiable information in the attached information. Under Section 38(1)(b) of the FOISA this information is exempt from disclosure. By disclosing all or part of this information it may be possible for persons to be able to identify themselves or others. Individuals have a reasonable expectation that this personal information will not be disclosed.

Redactions have also been applied to information not within the scope of the request.

2. Correspondence

Information relevant to this question is detailed in the below table and attachments.

Each year PSD Scotland on behalf of the Scottish Government undertake performance enhancement reviews with each of the universities currently providing BSc Paramedic programmes. This process for Paramedic programmes began in 2022.

Document	Description
FOI2026-3379-Annex D	Email communication
FOI2026-3379-Annex E	Extract of Performance Enhancement Reviews

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Redactions have also been applied to information not within the scope of the request.

3. Workforce planning and policy documents

Information relevant to this question is detailed in the below table and attachments.

Document	Description
FOI2026-3379-Annex F	NES Educational Pathways for ambulance technicians

Redactions have been applied to names and identifiable information in the attached information. Under Section 38(1)(b) of the FOISA this information is exempt from disclosure. By disclosing all or part of this information it may be possible for persons to be able to identify themselves or others. Individuals have a reasonable expectation that this personal information will not be disclosed.

Redactions have also been applied to information not within the scope of the request.

4. Decisions and outcomes

Recorded information relating to actions, recommendations and outcomes has been identified within the attached documents.

If you are dissatisfied with this reply under the terms of the Freedom of Information (Scotland) Act 2002, you should contact us again in writing or by email within 40 days of receipt of this response to request an internal review.

If you remain unhappy with the outcome of that internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision within six months of receiving our response. For further information, please visit the Scottish Information Commissioner's [website](#).

Yours sincerely

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