



1 October 2024

Email:

Dear

FREEDOM OF INFORMATION REQUEST

Request No: 33436-24
Subject: Childcare provision for employed staff
Date Received: 23/08/2024

Thank you for your request for information received on 23 August 2024 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. The Trust would apologise for the delay in the provision of a response.

SUPPORT WITH CHILDCARE PLACES

1. Do you provide support for staff to access childcare places? (Tick all that apply)

Workplace nursery/creche	No
Directly contracted childcare places with an external provider	No

2. If you offer a workplace nursery, please answer the following:

It is run solely by your organisation?	We do not offer this service; therefore, the question is not applicable (NA)
Run in partnership with other employers?	We do not offer this service; therefore, the question is not applicable (NA)
What are the operating times of the Nursery?	We do not offer this service; therefore, the question is not applicable (NA)
Are nursery staff directly employed on Agenda for change terms and conditions?	We do not offer this service; therefore, the question is not applicable (NA)



Are staff using the nursery able to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	We do not offer this service; therefore, the question is not applicable (NA)
Do you provide any free places?	We do not offer this service; therefore, the question is not applicable (NA)
If yes please describe: We do not offer this service; therefore, the question is not applicable (NA)	
Do you provide any discounted places?	We do not offer this service; therefore, the question is not applicable (NA)
If yes please describe: We do not offer this service; therefore, the question is not applicable (NA)	

3. If you offer directly contracted childcare with external providers

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	We do not offer this service; therefore, the question is not applicable (NA)
Do you fund any free places?	We do not offer this service; therefore, the question is not applicable (NA)
If yes please describe: We do not offer this service; therefore, the question is not applicable (NA)	
Do you fund any discounted places?	We do not offer this service; therefore, the question is not applicable (NA)
If yes please describe: We do not offer this service; therefore, the question is not applicable (NA)	

FINANCIAL SUPPORT FOR CHILDCARE COSTS

4. Do you provide childcare vouchers to staff who joined pre-2018?

Yes

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	Yes
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5. Do you make an employer contribution to your employees' government tax free child accounts?

No

If yes, please describe:

The question is not applicable (NA)

Do you provide any other kinds of support to help staff with the cost of childcare – for example an allowance?

No

If yes please describe:

The question is not applicable (NA)

NATIONAL MINIMUM WAGE AND ACCESS TO SALARY SACRIFICE

6. In the past year have you had to remove access to salary sacrifice arrangements linked to payment for childcare for any groups of staff in order to remain compliant with statutory minimum wage requirements?

No

If answered yes, were you able to offer any mitigating measures?	The question is not applicable (NA)
How many staff and which pay bands were affected?	
The question is not applicable (NA)	

I hope the above fully assists you.

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.

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.

In the event that you require a review to be undertaken, you can do so by writing to the Director of Planning, Performance and Corporate Services, 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:

Email: ni@ico.org.uk

Website: [ICO Website](#)

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 @ <https://nias.hscni.net> Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

(not signed – issued by email)

Information Governance Team