



14 April 2026

Email:

Dear

FREEDOM OF INFORMATION REQUEST

Request No: 47517-26
Subject: Operational Postcodes and Remuneration Policy
Date Received: 11/04/2026 Saturday

Thank you for your request for information received on Monday 13th April 2026 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.

FOI Questions and NIAS Answers:

1. Operational Infrastructure (For Mileage Calculations)

- A comprehensive list of all operational front-line ambulance stations currently in use by your service.
- Please include the full postcode for each site to ensure precise distance mapping for staff travel claims.

Answer: Please see attached dataset.

2. Meal Break Remuneration & Policy

- Do front-line operational staff receive payments for late or disturbed/missed meal breaks?
- If so, please detail the specific payment amounts and the mechanism for how these are triggered.
- Please define the "Meal Break Window" (the period during a shift where a break must be taken to avoid a penalty payment).

Answer: Frontline operational staff may claim a £5.00 payment for disturbed/missed rest breaks

For the majority of our staff, there are 2 x rest breaks on a 12 hour day shift

Day shift RP 1 11:30hrs - 15:00hrs
Day shift RP 2 16:00hrs – 18:30hrs
Night Shift RP 1 23:00hrs – 02:00hrs

Some staff operate 1 x 45 minute rest break which is provided between the 5th and 7th hour of their shift

3. Overtime Structure

- How are overtime payments calculated and applied within the service?



- Please specify the multipliers used (e.g., 1.5x) and any variations for public holidays.

Answer: Overtime is paid for any hours worked beyond the contracted weekly hours of 37.5

Overtime can be claimed as

TOIL claimed at flat rate

2x for overtime worked on public holidays

1.5x for all other overtime

4. Unsocial Hours Payments

- Please confirm if staff are paid unsocial hours enhancements under Section 2 or Annex 5 of the Agenda for Change handbook (or if a local agreement is in place).
- Please provide the percentage enhancement rates for:
 - Weeknights
 - Saturdays
 - Sundays and Bank Holidays

Answer: Unsocial hours are paid in accordance with Agenda for Change Annex 5

The percentage enhancements are calculated based on shift patterns. The average number of unsocial hours is calculated over a 13-week reference period OR over the period in which one cycle of a rota is completed.

Average unsocial hours	% of basic salary	
	Pay bands 1-7	Pay bands 8 & 9
Up to 5	Local agreement	Local agreement
More than 5 but not more than 9	9%	9%
More than 9 but not more than 13	13%	10%
More than 13 but not more than 17	17%	10%
More than 17 but not more than 21	21%	10%
More than 21	25%	10%

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.

If you require an internal review to be undertaken, please request this via the email address: information.governance@nias.hscni.net

Or submit via

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, 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](https://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)

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

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This response has been prepared for disclosure log publication. Only minor editorial or redaction amendments have been made for clarity and compliance with data protection legislation. The substantive content is identical to that provided to the requestor and the original issued version remains the authoritative record.