



**Pay fair for
patient care**

UNISON
the public service union

Band 5 Nurse Job Evaluation

June 2024

As part of the 2023/2024 NHS pay deal in Scotland, the employers and Scottish Government accepted our argument that the role of band 5 nurses had changed considerably over the last 20 years and that as a result many band 5 nurses were working way above their grade. It was therefore agreed that the employers, government and nursing unions would work together to develop a job evaluation process for all band 5 nurses.

Information and guides will be available on the STAC webpage from 4 June and the portal is planned to go live on Monday 17 June.

WHAT IS THE PROCESS ?

The process that has been developed is consistent with the NHS job evaluation scheme. You will be asked to complete an online questionnaire and provide information about your job role. This will include questions about all aspects of your job including the skills and knowledge required, your responsibilities and working environment. In addition, you will be required to provide your Payroll Number and National Insurance Number. The questionnaire is designed to gather information needed for the job evaluation process used to grade your job.

NOT A BAND 5 BUT FEEL YOUR JOB HAS CHANGED?

UNISON appreciates that almost every job in our NHS has changed since agenda for change was introduced.

If you and your colleagues feel that your job has changed and the employer is asking you to work at a higher, more complex level you can ask for a review of your job description as part of the 'new and changed job' process with the JE scheme.

Speak to your UNISON branch for more info.

IF I GET A HIGHER BANDING WHEN DOES IT START FROM?

Successful applicants will have their new pay band effective from the date that it was agreed you undertook the additional duties / responsibilities or 1 April 2023 at the earliest.

Do I NEED TO DISCUSS BY CLAIM WITH MY MANAGER?

Yes - your manager will be required to discuss and confirm the evidence provided is correct and accurate. The process allows for mediation if your manager does not agree with you.

WHAT IS THE ONLINE PORTAL?

Working with the employers, government we have developed an online tool that will assist members to make their claim. It is not perfect, but it will remove the need for paper applications and create an online record of your claim, when it was submitted and when it was processed. It is planned that the portal will go live on 17 June. You will need your NHS log on and email to access it.

MY MANAGER SAYS THIS DOESNT AFFECT ME?

All band 5 nurses have the right to make an application. The JE system only rewards claims that can show the applicant is using increased skills, knowledge. It is not for your manager to say whether you have a claim - if in doubt speak to UNISON.



MEMBERS QUICK GUIDE

As part of the evidence gathering needed to support the band 5 nurse regrading exercise, employers, government and unions held a series of round table conversations across 4 health board areas, taking evidence from nurse leaders and existing band 5 nurses.

We have included a summary of those conversations for you - the list is not complete - but we hope that it will help you focus your thoughts as you complete your regrading claim questionnaire.

Shift Team Leader

- Take responsibility for a ward or clinical providing clinical leadership,
- develop assess implement and review care plans including taking advice from other clinical professionals
- take the lead, dealing with enquiries /complaints including de-escalation and communicate distressing information to patients and families
- expand their role because clinical comorbidity and demand for care has increased significantly
- In nurse led hospitals and clinical areas band 5's may have increased responsibly
- pressure on band 6's has led to band 5's undertaking specific band 6 responsibilities
- additional IT skills and medical equipment techniques to advance clinical practice

Specialist Duties

- Administering chemotherapy to patients, removing lines and cannulation
- leading and delivering care in nurse led clinics
- Community Nurses - delivering IV antibiotics, complex wound management and/or working without direct supervision
- Providing ECMO to patients or carrying out other advanced clinical treatment
- Being asked to undertake additional formal training such as post grad, in intensive care, PICC lines in support of nurse led trials and peripherally inserted catheters
- leading and providing end of life care

Training others

Whilst band 5's have always supported the training of others there is evidence that band 5's are now supporting students and others such as band 4 at a higher level including a requirement to complete the student nurse assessors course/ competency assessment

NOT A MEMBER



JOIN TODAY

KEEP UP TO DATE @
<https://unison-scotland.org/band-5-nurse-review/>