

Scottish Terms and Conditions Committee

Ref: STAC(TCS02)2023

12 June 2023

To: Directors of Human Resource:
NHS Boards and Special Health Boards,
NHS National Services Scotland (Common Services Agency), and
Healthcare Improvement Scotland.

CC: Chief Executives,
Directors of Finance,
Members, Scottish Terms and Conditions Committee

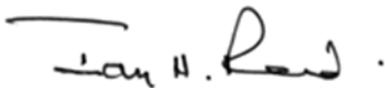
Dear Colleague

Band 2 and 3 Nursing Clinical Support Worker Profiles - Bank Workers

The STAC Secretariat has received a number of queries in regard to the application of Band 2 to Band 3 for bank workers. Accordingly, to ensure all staff are treated fairly and consistently, the following should apply:

1. Staff who have been moved to Band 3 in their substantive role and also have a Staff Bank contract should be moved to Band 3 for their bank role as well, and received backdated payment from 1 October 2021 for any shifts worked. Staff who only have a bank contract will be required to complete the pro forma that all substantive staff completed and get this signed off by a Charge Nurse to confirm that the shifts that they have worked have been at the Band 3 level. On receipt of the completed proforma, they should be moved to a Band 3 role and receive back pay for any shifts worked back to 1 October 2021.
2. Going forward, Boards should ensure that bank shifts are properly advertised, and that staff work to the level identified in the shift i.e. if the shift is advertised at Band 2, the bank worker should not be required or expected to work at a level higher than Band 2.

Yours sincerely



Ian Reid
Management Steering Group
Management Secretary, STAC



Matt McLaughlin
Regional Organiser, Unison
Staff Side Secretary, STAC