



Royal College
of Nursing

SHOULD YOU BE A BAND 3?

Health care support workers (HCSWs) are a vital part of multidisciplinary NHS teams delivering quality patient care and should be valued as such. Over time your role has expanded and your responsibilities may be out of step with your pay.

Many band 2 staff may be working at a band 3 level.

The NHS Staff Job Evaluation Group has updated the national profiles for band 2 and band 3 HCSW roles. The changes clarify the key differences between the two bands and are supported by guidance that was published on the **NHS Employers website**.

The changes were made in response to concerns that HCSWs and midwifery support workers at band 2 were being trained and then expected to undertake delegated clinical duties above their pay band.

What's the difference?

The NHS Employers guidance lists in detail the difference between the expectations for band 2 and 3 roles. Band 2 roles are non-clinical and focus on personal care and support, while band 3 roles include some delegated clinical duties.

Band 2

- Undertakes personal care duties.
- Supports with toileting, bathing, dressing.
- Supports with meals.
- Records fluid balance and nutrition.

Band 3

Undertakes delegated clinical care tasks, for example:

- blood pressure
- blood glucose monitoring
- wound observations
- simple wound dressings
- removal of catheter
- urinalysis
- pregnancy testing.

This re-evaluation should have been done by all NHS employers in 2021 when the changes were introduced to ensure that health care support workers were banded in line with the new guidance, but we're becoming increasingly concerned that many haven't.

The RCN represents the interests of all nursing staff and our local representatives are raising concerns at local joint committees, working with other trade unions to ensure this issue is resolved.

What should you do if you are affected?

Local RCN representatives across England are already raising this issue through their staff side committees and, in some areas, staff are being re-banded and receiving significant back pay. We want fair and equal pay for all nursing staff.

Within your trust, you can speak up about the realities of your job and ensure you're properly recognised and paid for the work you do.

NHS employers should review all band 2 job descriptions, if they haven't already.

If you're a band 2 HCSW and are undertaking additional clinical and patient care duties, speak to your line manager about starting the process of reviewing your role.

Talk to your colleagues and encourage them to join the RCN to ensure their voice is heard. Together the nursing voice is stronger.

rcn.org.uk/band2to3