

NHS England and Wales: Bands 2 and 3 Review

What is the issue?

In 2021 NHS Staff Job Evaluation Group made some changes to 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 HCSW and Midwifery support workers at band 2 are being trained and then expected to undertake delegated clinical duties above their pay band.

Healthcare support staff work as part of multidisciplinary NHS teams to deliver quality patient care and should be valued as such. It has been recognised that, over time, health care support workers role has been expanded and required redefining to ensure fair pay. This means many band 2 staff are likely to require re-banding to band 3.

What's the difference between the bands now?

[NHS guidance](#) lists in detail the difference between the expectations for band 2 and 3 roles, with band 2 roles being non clinical centering on personal care and support while band 3 will also include 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, e.g.

- Blood pressure
- Blood glucose monitoring
- Wound observations
- Simple wound dressings
- Removal of catheter
- Urinalysis
- Pregnancy testing

Why are we talking about this now?

The NHS Staff Job Evaluation Group made the changes in 2021 and this should have been implemented locally by each NHS employer. However, we are aware that in some trusts our representatives, working in partnership with Staff Side colleagues have faced resistance by employers to undertake the work and in other areas employers have not even started the process.

This cannot go on, our member deserve support in ensuring they are banded correctly and receive back pay as per the guidance.

What should I be doing?

It is important that you know what your organisation has done on this issue to date and that if the issue is ongoing, as an RCN representatives on staff side, you are involved in the conversations to move this forward members.

Your Regional teams are aware and following up in many places but you have the unique position to be able to shape this piece of work using your local knowledge. Please link in with your Regional officer or Senior Regional officer to keep them abreast of developments and seek support if you require it.

Frequently Asked Questions

What should we do if the employers just removes additional tasks?

The employer is responsible for the skill mix, and it is about the requirements of the role not the person in that role. The question back to the employer would be: 'If you remove tasks who is going to undertake them?'

What about backpay?

Following the amendment of the band 2 and 3 profiles, the RCN expect that all NHS Trusts will undertake a review of their existing band 2 workforce to ensure they are up to date and reflect the roles and responsibilities of the post holders. Where employees have been up-banded from a band 2 to a band 3, NHS Trust employers should backdate pay to:

- when the post holder and their manager agree the date the role changed, or
- 2021 when the profiles were amended, whichever is the earliest date.

What if employers not willing to undertake the work?

Employers need to be reminded why this review was carried out: To remove the risk of equal pay claims. It is a nationally agreed position and not voluntary. We have the full dispute resolution process to instigate if necessary.

How are we working with Unison?

This is not a Unison campaign but is nationally agreed in partnership via the NHS Staff Council. We would encourage you to work with all staffside trade unions to move the employer along where possible. Where there are difficult relationships with Unison, then we need to be clear to our members that this is a national review.

My employer is stipulating that to be re-banded you need a qualification

Whilst we would encourage employers to upskill their staff this is not a requirement for the exercise, the review is about the role and if our members are undertaking additional tasks as identified then the banding should be reviewed.

What about Bank Staff?

As part of discussions via staffside the employer should be advised that bank staff working in these roles where AFC profiles have been used to set pay bands will also need reviewing.

Further information:

www.nhsemployers.org/events/band-2-and-3-clinical-support-worker-roles-webinar

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