

Scottish Terms and Conditions Committee

Ref: LK/WD/SP/STAC(JE)

Date: 19th January 2022

To: NHS Scotland Directors of Human Resource/Workforce
NHS Scotland Employee Director

c.c. STAC Secretariat

Dear Colleague,

Job Evaluation – Revised National Profiles HCSWs

Please find attached (Annex A) the final guidance in regard to the agreed arrangements for reviewing existing Band 2 Nursing Healthcare Support Workers against the revised profiles for Healthcare Support Workers at Band 2 and at Band 3. As described in the guidance Boards should take forward this work in partnership under the auspices of their Area Partnership in accordance with NHS Scotland' Agenda for Change Job Evaluation Policy.

Please provide the names of both your Employer and Staff Side Lead for this work as we intend to set up a support network using the STAC Job Evaluation Sub Group to facilitate support and consistency of application. I have attached a short template (Annex B) to be completed by the 31st January 2022 which will allow us to provide monitoring reports to STAC and MSG. It is also appreciated that scale and complexity of this work differs from Board to Board. Completed templates should be returned to Sonia Pollock at Sonia.pollock@ggc.scot.nhs.uk

Please get in touch if you require further guidance on this matter.

Kind regards

Lynne Khindria

Lynne Khindria
Pay and Terms & Conditions Lead
Management Steering Group

STAC Co-Chair of JE Group



Willie Duffy
Regional Officer
Unison

STAC Co-Chair of JE Group