

Scottish Terms and Conditions Committee

Ref: STAC(TCS01)2025

29 May 2025

To: Board Chief Executives
Board HR Directors
Board Nurse Directors
Employee Directors

Dear Colleague

UK STAFF COUNCIL: PUBLICATION OF REVIEWED NURSING AND MIDWIFERY PROFILES FOR BANDS 2-9

The UK Staff Council, which has responsibility for the review and production of Agenda for Change National Job Profiles for use within the nationally agreed Job Evaluation Scheme, has agreed to publish the above documents on Monday 2nd June 2025 at 2.00 p.m.

Whilst overall governance for National Job Profiles rests with the UK Staff Council, within NHS Scotland Job Evaluation governance rests with the Scottish Terms and Conditions Committee and as delegated by this Committee to the Job Evaluation Sub-Group of STAC, as appropriate.

It is the case that the UK Staff Council papers are written from an NHS England position which does differ from the current JE context within NHS Scotland, including the overall governance framework and general approach to JE issues. On that basis, **no action** should be taken within Boards to use or progress work in respect of these Profiles following their publication as it will be necessary to co-ordinate an NHS Scotland wide approach to their implementation and use.

This will also include guidance in relation to how these Profiles are to be used within the current Band 5 Nursing review which is in progress.

It should also be noted that the profiles for Nursing Band 2 and Band 3 were not in scope for this review but have been reformatted so that they are consistent with the others in the suite. In addition, as you will all be aware, NHS Scotland has recently concluded a Band 2/3 review exercise within the workforce.

Finally, STAC will be responsible for monitoring progress on the production of the relevant guidance for NHS Scotland and confirming any actions that require to be taken following discussion and agreement in Partnership at this level.

Yours sincerely



Carol Potter
Chief Executive
NHS Fife
STAC Management Side Co-Chair



Colin Poolman
Executive Director
Royal College of Nursing, Scotland
STAC Staff Side Co-Chair