

Scottish Terms and Conditions Committee

Ref: STAC(TCS02)2019

27 June 2019

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

CC: Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Committee

Dear Colleague

TRAINEE HEALTH VISITORS

Queries have been raised about the correct payment arrangements of Trainee Health Visitors following the release of the new Health Visitor Job Description which became effective on 3 December 2018. Historically, different approaches have been adopted around Scotland. However, following consultation with stakeholders, including Directors of Nursing, it has been agreed by the Scottish Terms and Conditions Committee that all Boards should pay Trainee Health Visitors according to Annex 21, paragraph 2 (iii) of the Agenda for Change Handbook, meaning their pay will be 75% of the top of Band 7. For ease of reference, the relevant provisions reads as follows:

2. (iii) trainees who enter the NHS and undertake all their training whilst an employee. Typically, these staff develop their knowledge and skills significantly during a period of time measured in years. Given the significant change in knowledge and skills during the training period the use of job evaluation is not appropriate. Pay should be determined as a percentage of the pay for qualified staff.
3. For trainees covered by paragraph 2(iii), where periods of training last for between one and four years, pay will be adjusted as follows:
 - (i) up to 12 months prior to completion of training: 75 per cent of the pay band maximum of the fully qualified rate;

If applying the above would result in a pay detriment for staff moving to the new arrangements on 3 December 2018, mark time pay protection should apply.

Yours sincerely



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NHS Lanarkshire
STAC Management Side Co-Chair



Colin Poolman
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STAC Staff Side Co-Chair