

Scottish Terms and Conditions Committee

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7 October 2025

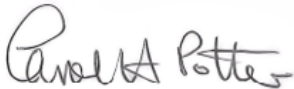
To: Board Chief Executives
Board HR Directors
Board Nurse Directors
Employee Directors

Dear Colleague

UK STAFF COUNCIL: PUBLICATION OF UPDATED NURSING AND MIDWIFERY PROFILES

Further to [STAC\(TCS01\)2025](#), we write to confirm that the Job Evaluation Sub Group of STAC has considered the updated Nursing and Midwifery Profiles published by the UK Staff Council and agreed the attached guidance for NHS Scotland. NHS Boards should now begin using the updated profiles in line with this guidance.

Yours sincerely



Carol Potter
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STAC Management Side Co-Chair



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STAC Staff Side Co-Chair

SCOTTISH TERMS AND CONDITIONS COMMITTEE (STAC) PUBLICATION OF UK STAFF COUNCIL NURSING AND MIDWIFERY PROFILES BANDS 4 – 9

SECTION 1: INTRODUCTION AND PURPOSE OF PAPER

- 1.1 This document has been prepared to provide specific guidance and advice to NHS Scotland Health Boards to ensure the co-ordinated and consistent implementation of the updated Nursing and Midwifery Profiles as published by the UK Staff Council.
- 1.2 It was recognised by the NHS Scotland employers, trade unions, UK Staff Council and Scottish Government that the UK Staff Council paper was a UK paper and did not fully reflect the practice and approach taken in respect of job evaluation (JE) within the NHS structures of a devolved Scotland.
- 1.3 This implementation agreement has been prepared considering the position of the JE governance arrangements, JE challenges and implementation methodology across NHS Scotland.
- 1.4 This paper contains the arrangements which should be applied locally within Boards in respect of the following:
 - The expected actions to be taken at a local level by Boards.
 - Links to any associated guidance and documentation.
 - Technical Guidance to be used by JE panels when considering Nursing and Midwifery roles.
 - Use of the updated Profiles within the current Nursing Band 5 review process.

SECTION 2: UPDATED NURSING AND MIDWIFERY NATIONAL PROFILES

- 2.1 The JE Group of the UK Staff Council has completed the updating of the Nursing and Midwifery profiles for Band 4 to 9. These were published on 3 June 2025.
- 2.2 Whilst the JE Group of the UK Staff Council did not review the profiles for Nursing Band 2 and Band 3 posts, the language used in the national profiles for these posts was updated and has been reformatted to ensure that they are consistent with the others in the suite.
- 2.3 It is the case that Nursing Band 2/3 roles have been the subject of a recent NHS Scotland review which has now been concluded.
- 2.4 The final Nursing and Midwifery Profile suites Band 4 to 9 can be found here [Nursing Profiles \(Revised 2025\)](#) & [Midwifery Profiles Revised 2025](#)

- 2.5 In addition, a comparison document is also included here ([Nursing and Midwifery profile review comparison](#)) which compares the agreed final version with the previous version in order that any changes can be clearly identified and understood.
- 2.6 To support JE panels within Boards in the use of these new profiles, the UK Staff Council has also agreed technical guidance which can be found here ([Guidance for panels on the updated job matching profiles for nursing and midwifery](#)). It has been agreed that this Technical Guidance is relevant and applicable and should be adopted in full within NHS Scotland.

Actions to be Taken by Boards in Respect of the Publication of the Updated Nursing and Midwifery Profiles

- 2.7 Boards are required to use the published profiles with effect from 3 June 2025. These are to be used when assessing any changes made to Nursing and Midwifery roles that may result in a need to re-assess the current Agenda for Change Banding level using the extant JE processes.

Use of National Profiles in Respect of the Current B5 Nursing Review Process

- 2.8 As stated at 2.7 above, the updated Nursing and Midwifery Profiles are to be implemented with effect from 3 June 2025.
- 2.9 It is recognised that there are three distinct situations which may apply to individuals involved within the current Nursing Band 5 Review process. The approach boards must take is set out in the table below.

PERIOD INVOLVED	ACTION TO BE TAKEN
<p>From date of opening of access to the Portal until 2 June 2025:</p> <p>A: Those who have had their application considered with an outcome notified and have also had a review concluded if this was requested.</p> <p>B: Those who have had their application considered with an outcome notified and who have submitted a review request but as yet have not had this concluded.</p>	<p>A: The process for this individual has been concluded and no further action is needed. Should the individual choose to submit a further review based upon the updated profile this would be processed in the normal manner within the JE scheme and would not be under the provisions of the Band 5 review process.</p> <p>B: The review panel should consider any review request using both the archived profile and the updated profile, with the applicant's outcome being based on the profile which is most appropriate based upon the evidence presented.</p>

PERIOD INVOLVED	ACTION TO BE TAKEN
From 3 June 2025 until 6 October	The JE panel considering this request should use the updated profile and also the archived profile to consider the evidence presented by the individual and match it to the most appropriate profile based upon the evidence presented.
From 7 October	<p>The JE panel considering this request should use the updated profile <u>only</u> to consider the evidence presented by the individual to achieve an outcome.</p> <p>In submitting their request for a review, applicants will be formally advised that the updated profiles are being used and be given the opportunity to reflect upon this in the context of the review submission and evidence.</p>

2.10 This agreement has been reached to ensure that all applicants within the process have an equitable and fair consideration in light of the publication of the updated Profiles following commencement of the Band 5 review process.