

# Outcome of HCA re-grading review

## Joint SFT and UNISON Communication to all HCSWs

April 2023

Dear Colleagues

Following a local campaign by UNISON, SFT received a 'collective' re-grading claim submitted by UNISON on behalf of their Healthcare Support Worker (HCSW) members on 1 February 2022.

The claim related to the potential inconsistency of pay bandings for HCSWs (i.e. SFT have Band 2 HCSWs undertaking Band 3 HCSW roles and responsibilities).

A project group was formed in collaboration with UNISON and SFT and as part of the project, we planned to carry out a review in 3 Phases, looking at all Band 2 HCSW roles:

Phase 1 – MPH

Phase 2 – Community

Phase 3 – YDH

**Phase 1** commenced in September 2022 and proforma scoping documents were created for all HCSWs across MPH and Dene Barton/Williton Hospitals to complete activity reports on each HCSW shift over a period of time. This analysis shows that around 80% of activities currently undertaken by Band 2 HCSWs are associated with clinical Band 3 HCSW duties. It has also been evidenced that Band 2 HCSWs working at Band 3 level and who have been in post for over 12 months are likely to be competently trained in relevant clinical duties.

Job descriptions have been updated and matched through an Agenda for Change matching process.

**To correct the current disparity, it has been agreed that Band 2 HCSW colleagues with more than 12 months service and assessed by their ward manager as undertaking Band 3 duties will move from Band 2 to the equivalent pay point on Band 3 with effect from 1 April 2023. This model will be replicated for both Phase 2 & 3.**

Further discussions are currently taking place between SFT and UNISON to **negotiate backpay** that may be due, in settlement of their members' claim. Any draft agreement will be ratified through SFT's normal processes with trade unions. UNISON has committed to a full HCSW membership ballot to approve the final negotiated package.

**We will be arranging several presentation sessions in the next few weeks in the Academy to discuss this in more detail and provide an opportunity for questions and answers to all HCSWs in MPH. Dates and timings will be confirmed in due course, via your manager and local UNISON contact.**

SFT and UNISON would like to encourage all HCSWs to attend one of these sessions as it will give you the opportunity to find out how the re-grading exercise will affect you, understand the next steps and answer any questions that you may have. We will be requesting that all ward/ unit managers support your release from duty to attend in a planned manner.

We hope that you find this a positive outcome and look forward to meeting you at the sessions.

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