



Are you a band 2 healthcare support worker? **You may be entitled to better pay! Now's your time to win it.**



You've seen your role evolve and expand to take on more responsibilities, often without the pay and recognition to match. While most healthcare support workers are on band 2 pay, many are performing clinical duties and patient observations – tasks which fall under band 3 of the Agenda for Change pay scales.



Healthcare support staff deserve to be:

- ▶ **Rewarded** – You should be paid at the right band for the job and compensated for the work you've been doing at band 3.
- ▶ **Recognised** – Without you performing these essential clinical duties, the burden would fall on other overworked colleagues and patient care would suffer.
- ▶ **Respected** – You should be offered high quality training and career development to help you build your skills and progress within the NHS.



Personal care Band 2 tasks

-  Feeding
-  Bathing
-  Toileting
-  Recording fluid balance and nutrition

Patient obs and clinical care Band 3 tasks

-  Monitoring heart rate and blood pressure
-  Bloods
-  Wound observation
-  Urine analysis



Healthcare support workers across UNISON are running local campaigns to get rebanded – and they're winning!



Thousands of staff have been moved up to band 3 where they rightly belong, and so far they've collectively secured over £70 million in back pay for years of underpaid work. It's not an easy road but the rewards can be huge, and UNISON members have shown that when you work together, you can win.

I'm ready to win in UNISON! What can I do?

- ▶ If you're being paid at band 2 but taking on regular clinical duties, speak to your band 2 colleagues and your local UNISON branch. You have the right to have your role reviewed and joining forces with your colleagues means you have a more powerful voice with management.
- ▶ Participate in any rebanding campaign activity that takes place in your branch – this could include taking part in the survey, filling out the daily task diary and signing petitions and open letters.
- ▶ Ask your colleagues to join UNISON and get involved!



Pay fair for patient care
Getting it right for healthcare support staff

UNISON
the public service union

Not yet in UNISON? Join today and be part of a powerful campaign in the union that gets it right for healthcare staff.

join.unison.org.uk or call 0800 171 2194