

Many band 2 staff may be working at a band 3 level.

Band 2

- Undertakes personal care duties.
- Supports with toileting, bathing, dressing.
- Supports with meals.
- and nutrition.

Band 3

Undertakes delegated clinical care tasks, for example:

- blood pressure
- blood glucose monitoring
- wound observations
- simple wound dressings
- removal of catheter
- urinalysis
- pregnancy testing.

This re-evaluation should have been done by all NHS employers in 2021 when the changes were introduced to ensure that health care support workers were banded in line with the new guidance, but we're becoming increasingly concerned that many haven't.

The RCN represents the interests of all nursing staff and our local representatives are raising concerns at local joint committees, working with other trade unions to ensure this issue is resolved.

?

Local RCN representatives across England are already raising this issue through their staff side committees and, in some areas, staff are being

pay for all nursing staff.

Within your trust, you can speak up about the realities of your job and ensure you're properly recognised and paid for the work you do.

NHS employers should review all band 2 job descriptions, if they haven't already **band 2 HCWs and are undertaking additional clinical and**