

# Q&A from the chat at the online event on banding for Support Workers & Associates on September 17<sup>th</sup>. Are you in the right band?

## **Does banding increase as breadth of practice increases? (The extent of tasks undertaken and across more than one profession)**

The NHS Job Evaluation Scheme [JES] awards a score depending on the level of demand required by a job in each JE factor. In most cases undertaking a range of tasks that require the same level of practice will not affect the levels awarded the factors of the JE scheme and so will not affect a job's AfC band. This is because a range of tasks at the same level do not require a significant change in level knowledge or level of responsibility required to undertake those tasks. For example, if you are working as therapy support worker under taking physiotherapy and OT tasks both of which require the same level of knowledge and clinical skill in OT and Physio then this will not affect any of the levels awarded to your job under the JE factors.

There is an exception and this is where you are undertaking two very different types of work, for example clinical work and also being a line manager. This will not necessarily affect the JE score you are awarded in the factor measuring knowledge and skills but it may increase the levels in some of the JE factors that measure responsibility. For example, the post may be awarded a higher level in the JE factors measuring HR responsibilities and/or communication skills.

## **Can I request to be paid at the top increment for my band?**

The NHS Job Evaluation Scheme is used to place you in an AfC band but it is not used to decide what increment you should be awarded in that band. This is because it measures the job and not the individual holding that particular job. Following the 2018 review of NHS Pay, the number of years of experience you have in a particular band is used to decide what increment you should be placed on.

## **What does a Band 5 non-registered role look like?**

This depends, but broadly, this is a role that carrying additional responsibilities. These could be leadership, management and education and/or a greater responsibility for patient care.

We detail how this is possible and critical considerations on pages 13-14 of the guidance that can be downloaded here <https://www.csp.org.uk/publications/optimising-capability-physiotherapy-support-workforce>