

Advancing Employees in progression roles from Band 5 to Band 6

NHSBT employs graduates at Band 5 and post graduate specialists at Band 6. This applies particularly in Healthcare Scientist roles. Such posts will usually be advertised at Band 6, stipulating the possibility of appointing at Band 5 for an initial period of supervision. On reaching the required level of specialist knowledge and experience and following assessment against the specified criteria, automatic pay progression will be applied. Those recruited into a progression post, must be assessed prior to progression to the Band 6 pay band to ensure that they:

- can prove their competence to work at the higher, specialist level,
- have achieved the necessary specialist knowledge through a relevant qualification
- have reached the second anniversary of their appointment to the Band 5 post

This guidance is in line with NHS Terms and Conditions.

Our Expectations

During your employment as a Band 5 and while studying for your specialist qualification, you will be required to:

- attend regular one to ones with your manager
- follow up on any specific development actions identified
- participate in training as identified and as appropriate
- ensuring your mandatory training and PDPR are up to date

Progression interview

If you are in a progression post, before you can progress from Band 5 to Band 6 you will be asked to attend a progression interview with your manager and an independent reviewer. This should be recorded as an interim PDPR.

In preparation for this you will be asked to develop and then deliver a presentation, on a topic to be agreed between you and manager e.g. a case study, audit or Quality Incident (QI). You will be asked to answer a series of questions demonstrating your ability to work as a specialist scientist.

In addition, you must be able to provide documentary evidence of your:

- date of appointment to Band 5 post
- relevant Specialist qualifications

- CPPD Portfolio of evidence showing e.g. Training courses, Case studies
- 2 years post HCPC Registration (for BMS) or 2 years post appointment to band 5 for others

Following this process, should your manager and independent reviewer agree that you are ready to progress to a Band 6 post; and your manager will complete 'Employment Changes' in People First and send to NHSBT Pay support. They will also notify you of any additional duties that are expected of you as a Band 6.

Should the outcome be unsuccessful for you at this time, the panel will communicate this to you and agree with you a development plan and appropriate timescales.