

Our Ref:

Your Ref:

Direct Dial Telephone:



2<sup>nd</sup> September 2021

Dear

**RE: Clinical Support Worker (Nursing and Midwifery) jobs – Updated National Profiles and Guidance for Employers**

I am writing to you following the recently published guidance in July 2021 from the NHS Employers Job Evaluation Group (JEG). This is designed to assist NHS organisations in reviewing their Clinical Support Worker (Nursing and Midwifery) jobs through their local job evaluation processes to ensure that historical job matching outcomes remain reliable, accurate, fair and consistent.

The scope of these job profiles covers roles in nursing and midwifery that are provided in mental health, maternity, acute services and community-based settings.

The guidance was developed as concerns were raised with JEG that the duties and tasks in some Clinical Support Worker (CSW)/Maternity Support Worker (MSW) roles have changed significantly over time and job descriptions may not have been regularly reviewed and updated to reflect this. It is likely that matching, or evaluation outcomes may no longer be equitable and reliable. As a consequence, some banding outcomes may have become out of date, inconsistent and out of step when reviewed against other NHS jobs and could potentially present an equal pay risk for employers.

Please see links to further information <https://www.nhsemployers.org/articles/job-evaluation-group-advice>

Our discussions with UNISON members have led us to believe that some Band 2 CSWs/HCAs roles have changed significantly over time. We plan to work with our members as appropriate, to enter into the local changed job review process. As a result, we would propose to begin a dialogue with you regarding the necessary steps to accurately update job descriptions and/or provide agreed evidence showing which skills and responsibilities applicable to the post have changed.

We would like to request that you provide UNISON with a copy of the most up to date job descriptions for all CSW/MSW roles within your trust and the most recent job matching reports.

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**Regional Secretary: Clare Williams**

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We would really welcome a meeting to discuss how UNISON can work together with you to review these roles through the local job evaluation processes in line with the Job Evaluation Group guidance to NHS organisations for the benefit of all concerned.

Yours sincerely

A handwritten signature in black ink that reads "C. Williams". The signature is written in a cursive, slightly slanted style.

Clare Williams  
UNISON Northern – Regional Secretary