



***Are you
correctly
graded?***

Please return application forms free of charge to:
**Bridget Hunter, UNISONScotland, FREEPOST NW 486,
14 West Campbell Street, Glasgow G2 6BR.**
Or freephone UNISONDirect on 0800 5 97 97 50.

www.unison-scotland.org.uk



Published by UNISONScotland, 14 West Campbell Street, Glasgow G2 6RX. Tel 0870 7777 006.

www.unison-scotland.org.uk,

Printed by Hampden Advertising, 73 Robertson Street, Glasgow G2 8QD. Tel 0141-248 7069

UNISON

Scottish Nurses, Midwives and Health Visitors Grading Pack



UNISON Nurses

*Delivering quality care, dignity
and accountability*



Welcome

To your Scottish Nurses, Midwives and Health Visitors Grading Pack.

Since the introduction of Clinical Grading in 1988, and the completion of the initial grading claims, there have been a small number of nurses who have challenged the grade of their current post.

UNISON is encouraging all nursing and related staff, wherever they work, to look at the criteria for grades and consider them against the current job they are carrying out. If they feel they are receiving a lower rate for the job, then we suggest a claim for regrading.

We are not attempting to raise false expectations, but UNISON believes that there has been a steady and silent downgrading of posts over at least the last ten years.

UNISON recognises, too, that the financial constraints placed on Trusts over this period has encouraged the replacement of higher-graded with lower-graded posts in the name of efficiency savings and cost-effectiveness. This has often happened with no staffing review or attempt to identify where jobs needed to be enhanced to ensure adequate service delivery. Such additions may mean that a grading review may be needed.

This pack will hopefully provide nurses with the tools to assist in this process.

yours sincerely



Bridget Hunter
UNISON Scotland lead officer for Nursing, Midwifery and Health Visiting,
RGN, RMN, DN Cert, RHV, BA