

AGENDA FOR CHANGE

TERMS AND CONDITIONS OF SERVICE

HEALTHCARE SUPPORT WORKER - PAY BAND 3

Job Band and Salary

This post is graded Band 3, under the NHS Agenda for Change grading system. The salary scale for this post is £26,869 - £28,998 per annum pro-rata if part-time. **(with effect from 01 April 2024)**

If you are part time you will be remunerated at the full time rate pro rata to actual hours worked. In addition you will be entitled to a payment for unsocial hours when and as they are worked. Your salary will be credited monthly, in arrears, at 1/12th of the annual rate to an account at a bank/building society of your choice.

Hours of duty

The hours of this post will be 37 per week, excluding mealtimes, and the normal days of duty will be as required to meet the needs of the service. This post is offered on a permanent contract.

Uniforms/Protective Clothing

A uniform and protective clothing is issued and must be worn as appropriate. The appointee is responsible for laundering of the uniforms as required. All uniforms and protective clothing remain the property of NHS Highland and must be returned on termination of employment.

Annual Leave and Public Holidays

The leave year runs from 01 April to 31 March and annual leave entitlement and public holiday entitlement will be:-

| <u>Length of Service</u> | <u>Annual leave entitlement and Public Holiday Allocation</u> |
|---------------------------------|--|
| On appointment | 27 days + 8 public holidays |
| After 5 years service | 29 days + 8 public holidays |
| After 10 years service | 33 days + 8 public holidays |

All the above entitlements are based on a working day of 7.4 hours and will be applied on a pro rata basis for part-time staff.

All part time workers will receive a pro-rata entitlement to public holidays.

Superannuation

The appointment is superannuable under the NHS (Scotland) Superannuation Scheme unless you opt out in favour of some other scheme or are ineligible to join. Your remuneration will be subject to deduction of superannuation contributions in accordance with the scheme. Costs and contributions are available on the Scottish Public Pensions Agency (SPPA) website: www.sppa.gov.uk.

Minimum Notice

The postholder is required to give, and is entitled to receive, a minimum period of **one months'** notice of termination of employment.

Sick Pay Scheme

The Conditions of Service provide for operation of a scheme related to length of service.

Staff should keep managers informed of the likely duration of absence and should ring their place of work regardless on the 4th day because a self-certificate will be required.

Staff do not need a medical certificate for the first 3 days of sickness absence. For sickness absence of 4 to 7 days, a self-certificate (DSS form SC2) is required. These are available from GP practices and line

managers and the self-certificate must be returned to the line manager within 7 days of the first day of incapacity. From the 8th day of sick absence the member of staff should go to their General Practitioner for a medical certificate which should be sent to their line manager without delay. When the medical certificate runs out, the member of staff should get another one if they are still not fit for work and again send it to their line manager.

If staff do not follow this procedure then they will be considered to be 'absent' without leave' and therefore will not receive any pay or sick pay for that period of absence.

Medical Fitness

All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland's Immunisation Policy.

Induction Standards and Code of Conduct.

Your performance must comply with the "Mandatory Induction Standards for Healthcare Support Workers in Scotland" 2009; and with the Code of Conduct for Healthcare Support Workers, both as amended from time to time. Copies can be obtained on-line at www.hcswtoolkit.nes.scot.nhs.uk or from your Employment Services Department.

NHS Highland Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and/or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct which could result in serious disciplinary action, including dismissal, being taken against you.

The unauthorised disclosure of official business under consideration by NHS Highland or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.

All new members of staff will be required to sign an NHS Highland Confidentiality Statement.

Rehabilitation of Offenders Act 1974 & (Exceptions) Order 1975

Because of the nature of the work this post has been exempted from the provisions of the Act and you are therefore required not to withhold information about convictions which for other purposes are "spent" under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action.

During employment you must inform your Line Manager of any new conviction.

Disclosure Scotland (Protecting Vulnerable Groups – PVG Scheme)

Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post.

Following the selection interview only the "successful" candidate will be subject to a check by Disclosure Scotland to verify details previously supplied by him/her. Offers of appointment will be made subject to satisfactory Disclosure Scotland screening.

Identity Badge Policy

NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact your Supervisor to arrange for a replacement. All identity badges are the property of NHS Highland and must be returned when you terminate your employment.

Equal Opportunities in Employment

NHS Highland affirms that all employees should be afforded equal opportunities in employment, in accordance with its Equal Opportunities Policy.

Smoke Free Highlands

Please be aware that smoking tobacco products or e-cigarettes is not allowed anywhere in NHS Highland properties, vehicles or grounds. All staff who smoke can access information regarding services provided by Occupational Health and locality based Stop Smoking Advisers for smoking cessation support - for more information please visit www.smokefreehighland.co.uk.

All NHS Highland employees will have the same part to play when maintaining the Smokefree Policy. It will be everyone's role to enforce the policy by reminding people that NHS Highland provides a smoke-free environment and that they cannot smoke anywhere inside its buildings or in its grounds.

When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.

Scottish Workforce Information Standard System (SWISS)

DATA STATEMENT

The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information outwith the above will only be processed with individual consent (e.g. building society mortgage applications etc.)

Staff information will be held securely in a national database, which will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.

Healthy Working Lives

Healthy Working Lives (formerly SHAW, Scotland's Health at Work) is the national award programme designed to encourage and reward employers in their efforts to improve the health and well-being of their staff. Healthy Working Lives involves having policies and practices in place which help employees be better informed to make healthy choices. It also involves recognising that organisations themselves can have a direct impact on the health and well-being of the individual members of staff.

Over the last few years, NHS Highland has placed the wellbeing of staff high on our list of priorities and is committed and signed up to achieving the Healthy Working Lives Award.

Healthy Working Lives needs the support and involvement of staff. To find out where your nearest contact for Healthy Working Lives is, contact Susan Birse on susan.birse2@nhs.scot

The Highland Clinical Research Facility

The NHS Highland Clinical Research Facility (CRF) is based in UHI House in Inverness (adjacent to Raigmore Hospital). It is part of the NHS Highland Research Development and Innovation Division (RDI). The CRF conducts all of the non-cancer clinical trials in NHSH (cancer trials are based in Raigmore Hospital and outlying hospitals and GP practices also conduct trials under the governance of RDI).

The CRF has 4 treatment rooms, a sample collection clinic, a tissue preparation area and has the facility to give infusions. There is a dedicated trials pharmacy room with pharmacy staff. RDI generally has around 50 active studies a year – these are recruiting studies, with a similar number of in-follow up studies. There are three research specialty doctors, 8 clinical research nurses, 8 clinical trials assistants, two senior data managers and a range of other governance, quality and administrative staff.

NHS RDI have over 60 staff, and in addition to research studies, is also involved in a large number of innovation projects (from the development of new products to participation in large scale European and Internationally funded activities).