

Freedom of Information (Scotland) Act 2002
Environmental Information (Scotland) Regulations 2004

Date received	20/09/2022	Subject	Nurse Progression	
Date passed	20/09/2022	Respond by	11/10/2022	
Passed to	Finance HR Acute Services	FOI number	2022-387	
Category of information requested	Workforce – recruitment Workforce – management of employees Workforce – learning and development			

Question/s to be answered

1. Can you tell me on average how long a Band 5 Nurse takes to enter Band 6?

There is no automatic progression for nurses to move between Agenda for Change (the NHS pay terms and conditions) pay bands e.g. from band 5 to band 6. The NHS Nursing, Midwifery and Allied Health Professions (NMAHP) post-registration career framework sets out the skills required for the different levels of practice.

<https://www.nmahpdevelopmentframework.nes.scot.nhs.uk/>

In order to facilitate career progression, all nurses have an annual appraisal and can apply for continuous professional development (this is funding for additional training, in addition to compulsory training) which will enable them to be ready for more senior posts and apply for them.

Some nurses will, through choice, work as a Staff Nurse (band 5) throughout their careers and others will apply for additional funding to develop additional skills and competencies and therefore be in a position to secure more senior roles e.g. Senior Staff Nurse, Clinical Nurse Specialist etc. (at band 6). So there isn't a prescribed timeline for progression from band 5 to band 6. In order to facilitate succession planning and support nurses to grow their skills, the Board also offers development posts, e.g. for Assistant Practitioner roles, Advanced Clinical Practitioners and other development posts, where a nurse who is successful in securing a development post will have funded training, e.g. for additional postgraduate qualifications to enable them to take a more senior position.

2. Can you tell me if there is any allowance to recruit/retain nursing staff? If so what are those amounts/conditions?

There isn't a specific incentive scheme or allowance to recruit or retain nurses. There is a Distant Island Allowance for nurses working in remote and rural settings such as Shetland. There is also relocation funding made available for nurses (and any band 5 or above employee) coming to Shetland to take posts.

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We have always offered flexibility for nurses to hold contracts that fit with their work/life balance and support for nurses who have retired to return flexibly.