**Nursing Assistants in NHS Highland Moving to Band 3**

Due to determined action, followed through with some persistence, a group of nursing assistants working for NHS Highland are now in the process of moving from Band 2 to Band 3.

Highland Healthcare Branch started by gathering information from members, using the UNISON pro-forma, who considered that they were carrying out duties in line with a band 3 role rather than the Band 2 on which they were previously employed.

The Branch then engaged with NHS Highland around the issue, and the process by which the evidence would be considered, and, if appropriate, staff would be moved to the Band 3. This was backed up by a formal collective grievance on behalf of 109 members, which also marked a line in the sand in terms of backdating.

Many other priorities, and Covid, also significantly intervened!

But we had our line in the sand...

The Branch Secretary (Janette McQuiston) who had lodged the original grievance, retired, and a new Branch Secretary (Dawn MacDonald) took over – and took up the baton for this group of members. A process (in line with what had been pioneered in Greater Glasgow and Clyde) was agreed at the Area Partnership Forum, and applications by the members for the Band 3 are now being assessed. So far, 37 have been agreed to move to Band 3 (in a variety of hospital settings) and others are still to be considered.

This is great news for the Branch and for this group of under-valued members – as the Band 3 will be backdated to (amazingly) November 2017 – when the Branch first raised the issue.

Dawn MacDonald says “We’re delighted at this outcome for these members, and wanted to share the good news with UNISON members and activists across Scotland. I would also like to pay tribute to retired Branch secretary, Janette, who started this whole process off in support of our members.”