

	Annex C	Annex T	Annex U
Purpose	To develop current employee into role for which they currently do not meet the essential criteria	To develop healthcare professionals with base level graduate qualification from Band 5 into specialisms (band 6)	To allow for training for specific posts which require a period of post qualification experience.
Posts used for	Usually those requiring specialist experience or qualifications	<ul style="list-style-type: none"> • Podiatrists • Dietitians • Physiotherapists • Radiographers • Registered Mental Health Nurses • Midwives • Speech and Language Therapists 	<ul style="list-style-type: none"> • Biomedical Scientists • Pharmacists
Progression	Initially appointed on lower pay band, with subsequent move to appropriate pay band upon meeting the required essential requirement.	Enter into Band 5 post with job size reviewed between 1 and 2 years. If sufficient job weight, move to band 6	<p>Training periods of between 1 and 4 years</p> <ul style="list-style-type: none"> • < 1 year to completion of training – 75% of payband max • More than 1 yrs but less than 2 yrs to completion – 70% • More than 2 yrs but less than 3 yrs - 65% • > 3 yrs to completion of training 60% pay band max
Example Circumstances	e.g. difficult to recruit to roles	Initial requirements would not justify immediate entry to higher band.	where trainees undertake all of their training whilst an employee
Notes	Commitment to undertake specified qualification etc should be clearly stated with clear plan for if these are not met within specified time.	Adding additional roles to current list requires business case/JNC approval.	On assimilation to pay band the trainee is place on 5 th pay point – or next pay point above their final training salary.

