

Diagnostics Directorate Laboratory Medicine



Agenda for Change and Trainee Biomedical Scientists (Trainee MLSOs)

Annex U of the Agenda for Change: NHS Terms and Conditions of Service Handbook sets out the arrangements of how trainees within the NHS should be dealt with under the Agenda for Change arrangements. It has to be determined how this annex should apply to Trainee BMS posts.

Under Agenda for Change (AfC) Biomedical Scientists (MLSOs) within Laboratory Medicine matched to either the Healthcare Scientist Specialist National Profile or Biomedical Scientist Specialist National Profile with these both being at AfC Band 6.

It therefore follows that we require Trainee Biomedical Scientists to ultimately achieve the knowledge, skills and experience that would allow them to operate as Specialist Biomedical Scientists for which they must have completed a specialist portfolio or have equivalent knowledge and skills. This would take over one year of pre-registration training, assuming they did not join the service already state registered, followed by a further 2 years of post registration laboratory training. Therefore, these trainees fall into paragraph 2(iii) of Annex U and the following applies:

“For trainees covered by paragraph 2(iii) above, where periods of training last for between one and four years, pay will be adjusted as follows:

- (iv) up to 12 months prior to completion of training: 75 per cent of the pay band maximum of the fully qualified rate
- (v) more than one but less than two years prior to completion of training: 70 per cent of the pay band maximum of the qualified rate
- (vi) more than two but less than three years prior to completion of training: 65 per cent of the pay band maximum for the qualified rate
- (vii) more than three years from completion of training: 60 per cent of the pay band maximum for the qualified rate. ”

The qualified band for Specialist Healthcare Scientist is band 6 and so the above percentages of the top of the band 6 should be applied to Trainee Biomedical Scientists (Trainee MLSOs). This is illustrated at October 2004 rates in the table below.

Trainee Specialist Biomedical Scientists (Trainee MLSOs)			
PRE-REGISTRATION		POST REGISTRATION	
Year 1	Year 2	Year 3	Year 4
60% Top of Band 6	65% Top of Band 6	70% Top of Band 6	75% Top of Band 6
£17,581*	£19,046*	£20,511*	£21,977*
Top of Band 6 at October 2004: £29,302			
*Rates at October 2004			