

NHS Staff Council advice on the NHS Integrated Urgent Care career framework

Further to the publication of the [NHS Integrated Urgent Care career framework in England](#), NHS employers are reminded of the need to ensure proper job evaluation processes are used when determining the pay bands for these new roles.

In particular the NHS Staff Council [Job Evaluation Group \(JEG\)](#) stresses the following:

- The Skills for Health levels used to differentiate the roles are not the same as Agenda for Change pay bands or NHS job evaluation factor levels.
- Competency based job descriptions such as the ones used in this framework document do not give sufficient information for evaluating or matching as they relate to how the job is carried out rather than its demand. Consequently, additional information will be necessary for job evaluation purposes, especially in relation to effort factors.
- These are new jobs and will therefore need to go through a full job evaluation process including consistency checking, and the outcomes must be revisited after six to nine months once the job has had time to become established ([see chapter three of the NHS job evaluation handbook](#))
- Organisations should ensure they have a robust job evaluation audit trail for the banding outcomes attributed to the job descriptions used locally.