

## Further joint Staff Council advice on nursing associate pilots

The NHS Staff Council has reviewed the job evaluation aspects of the nursing associate pilots and wishes to clarify the following:

- NHS employers recruiting to the national trainee nursing associate job descriptions must ensure that they are satisfied and can prove that the job matches to a [national profile](#) and that the pay band can be justified. They should do this by undertaking a match using a partnership panel of trained job evaluation practitioners following the process outlined in the [NHS job evaluation handbook](#).
- Should employers adapt or alter this job description for existing trainees, they should review the job evaluation outcome as soon as possible. Importantly, employers should ensure they have a robust job evaluation audit trail for the banding outcomes attributed to the job descriptions used locally.
- Previous advice that the national job description would theoretically match to a profile in the [combined nursing profile](#) suite for the pilot exercise does not mean that employers are absolved of legal responsibility for matching and consistency checking the posts.