



NHS Staff Council
Job Evaluation
Group

NHS Job Evaluation Scheme

NURSING AND MIDWIFERY

National job profile review.

**Working In
Partnership**

Introducing the panel

Nicola Lee – Head of JE and Equal Pay, NHS Employers

Representatives of the NHS Job Evaluation Group (JEG)

- Claire Surtees (NHS B&T) and Salli Roddis (NHS Sussex) – Employer side co-chairs
- Louise Chinnery (UNISON) – Staff side co-chair
- Paul Watt (NHS Scotland) – JEG member
- Penny Bromley (Chartered Society of Physiotherapy) – JEG member

Introducing the panel

We want you to be able to

- Understand the rationale and context of the review
- Understand how JEG approaches updating national job profile profiles and how we ensure consistency across the full range of profiles.
- Have confidence in the process and governance of this review
- Know more about the information gathering stage of the review and what you need to do to prepare to submit evidence.

Back to basics - Job Evaluation...

WHY?

To determine a rank order of jobs (by job weight) to assist pay determination in a consistent, transparent and robust way

To mitigate the risk of equal pay claims

NB - Local implementation of the scheme is as important as the scheme itself

HOW?

NHS Job Evaluation

A bespoke scheme, first introduced in 2004

Developed and maintained in partnership by the NHS Staff Council

Requires partnership working at local level

Utilises **National profiles** for commonly occurring roles where possible

WHAT IS A JOB PROFILE?



JOB PROFILES ARE NOT JOB DESCRIPTIONS

- A profile is a summary of evaluated roles.
- A profile is matched to a job description and other relevant information to determine a band outcome.
- A job description describes the main purpose and key responsibilities of the role.
- Profiles are not the same as person specifications which detail personal skills and qualifications.



Profiles are NOT competency or professional development frameworks.

Nursing and Midwifery profile review

- **June 2021 - RCN wrote to the NHS Staff Council to request a review of nursing profiles.**
- **RCM subsequently requested a review of the midwifery profiles.**
- **Concern raised that that the profiles no longer reflect the modern nursing and midwifery landscape.**
 - Changes in NMC standards.
 - Developments in clinical practice, education and training.
 - New and emerging specialist posts
- **Need to ensure useability now and in the future**
- **Last wholesale review was in 2011**
- **NB - Current profiles remain active during the review – do not cease or pause JE activity (including reviews) during this time.**

The scope and scale of the review project

Review two suites of profiles for nursing and midwifery (band 4 and above) that cover a significant proportion of the NHS workforce, to ensure they accurately reflect current clinical practice and responsibility across the service and enable new and emerging roles to be matched appropriately

Requires -

- Engagement with NHS organisations, national stakeholders and system leaders.
- Significant input from the service itself!

Will include -

- Mapping current role functions and responsibilities into “job evaluation” factors and levels (this will include examination of levels of practise)
- Consideration of developments in training or education, including post registration training and knowledge development
- Updating terminology / language

What the review will NOT do

- Seek to merge nursing and midwifery into ONE profile suite
- Consider these roles in isolation from the rest of the workforce
- Define a career framework or professional development
- Alter the NHS JE scheme or its factors, levels, descriptors or scores.
- Alter the established Agenda for Change pay bands or the scores attached to them
- Make decisions that are not backed up by credible evidence

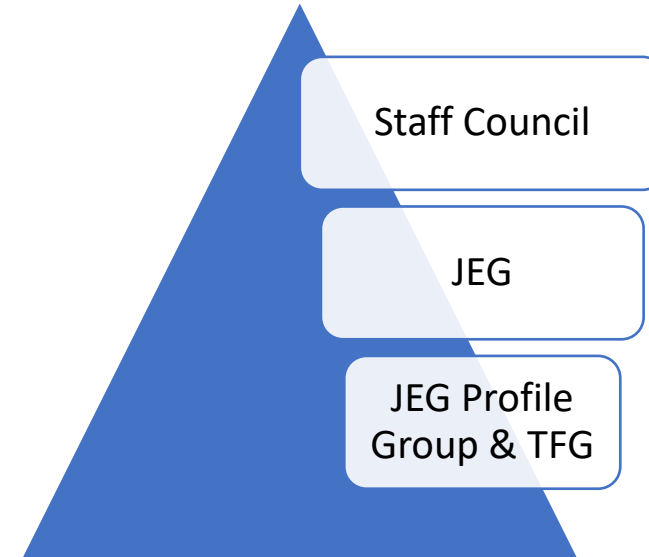
Governance and accountability

This review has been commissioned by and will be overseen by the NHS Staff Council*.

The work will be undertaken by a sub group of the NHS Job Evaluation Group (JEG). Their work will be overseen by the JEG Profile Group, who report into JEG.

JEG reports to the NHS Staff Council executive.

Any changes to existing profiles will be agreed by NHS Staff Council before publication.



Involving the wider NHS and stakeholders

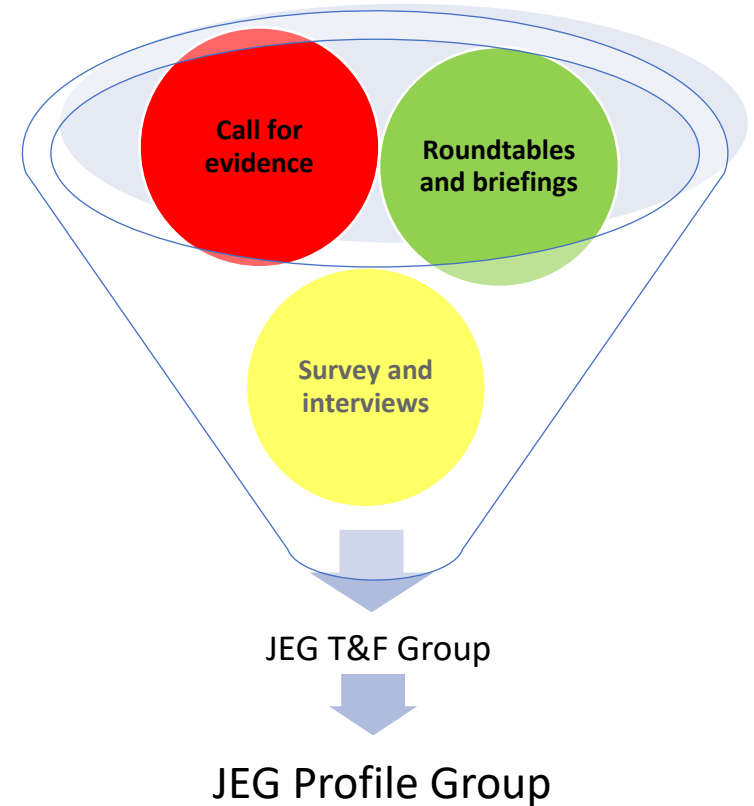
National trade unions

National Employer bodies – all 4 countries

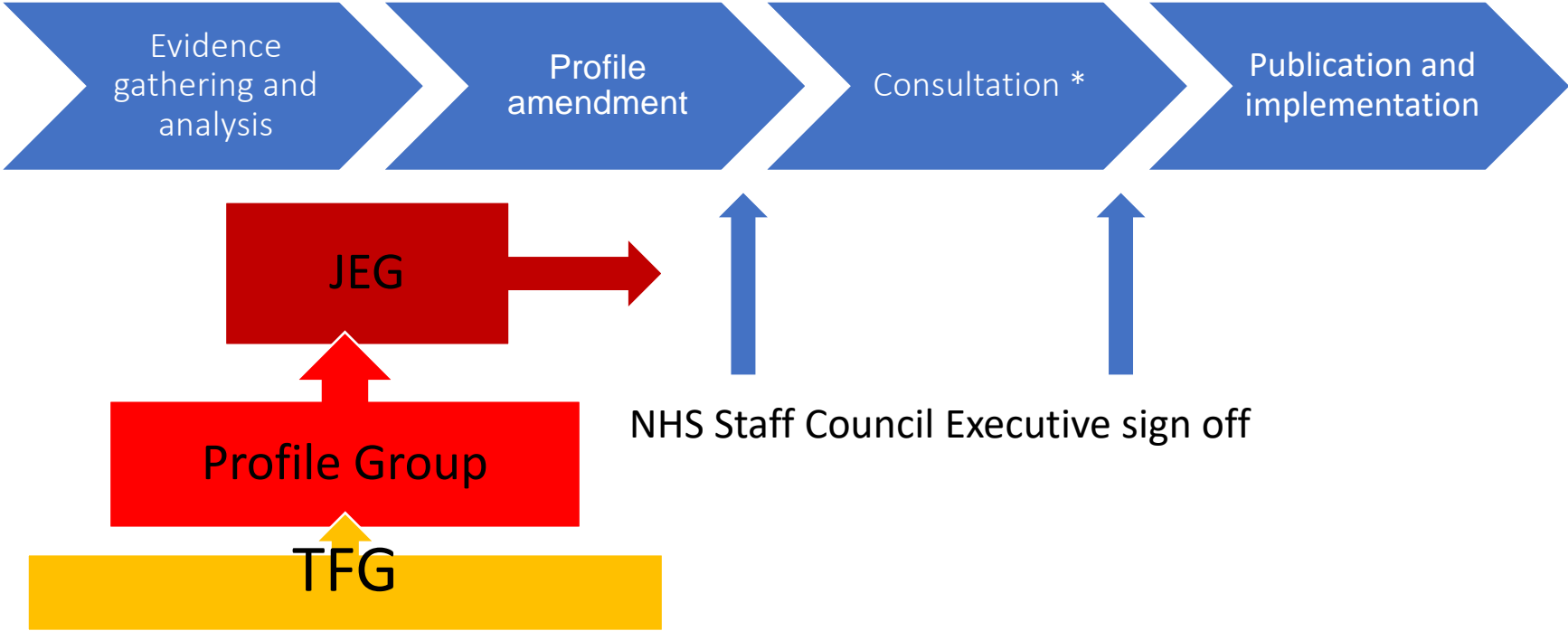
Local NHS organisations

System leaders across the UK eg CNOs, NMC

Academic and professional bodies



Reviewing profiles



* Further amendments may be necessary after consultation. Depending on the extent, a further consultation period may be run before publication.

Evidence gathering from Local NHS organisations

National digital survey to be launched on the 26th September.

Sent to HRDs in all trusts, boards and arms length bodies.

To be completed in partnership - ideally between a staff side and employer side JE lead

Your first opportunity to engage with the review and tell us what you think

Your involvement is crucial!

Preparing for the survey

- Gather up to date information on nursing and/or midwifery roles that have been matched or evaluated over the past three years.
- Consult with panellists about their experience of using the profiles
- Identify any areas where you have had difficulty matching posts or where you think the profiles should be updated or amended.
- Think about the following questions
 - Is the qualification or evidence of experience in the profile up to date?
 - Are job examples in the profiles relevant to current nursing and midwifery roles?
 - Are some profiles not used?

Timescale and output

Quarterly reports to NHS Staff Council executive

Up to two years to complete

Output - Updated/revised profile suites for both Nursing and Midwifery

Until any amendments are published to the existing profiles you should continue to match to them as usual.



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Thank you for listening

Any Questions?

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