

NHS Staff Council Job Evaluation Group

Review of national matching profiles for nursing and midwifery.

Following requests made by the Royal College of Nursing and the Royal College of Midwifery to the NHS Staff Council, the NHS Job Evaluation Group (JEG) is undertaking a review of the national job matching profiles for nursing and midwifery (band 4 and above). The purpose of this review is to ensure that the profiles accurately reflect current nursing and midwifery practice, training, and role development. The review is not redefining nursing roles nor setting expectations for the way in which staff are to be deployed.

JEG is now consulting staff, employers and other stakeholders on the proposed revisions of profiles at bands 4, 5 and 6 for both nursing and midwifery. Feedback from this consultation will be used to further amend the draft profiles before publication, so detailed responses and additional evidence is invited.

In order to assess whether amendments to the current profiles were necessary, JEG has undertaken an extensive evidence gathering exercise, including a nationwide survey, detailed analysis of job information and a number of interviews and roundtable discussions. The drafts being consulted on now are the product of that evidence gathering. However, there has been a lack of detailed evidence for some factors often as a result of poor quality job descriptions that have not been regularly updated to reflect changes in practice, changes in roles and developments in education. JEG acknowledges that this can be caused by job descriptions needing to be used for recruitment and pay banding purposes – but urges employers to ensure that job information for banding purposes is comprehensive and current.

The consultation will close at 7pm on Sunday 30 June 2024. JEG will then review the feedback and consider whether further amendments are necessary before reporting into the NHS Staff Council meeting in September.

National Matching Profiles and their purpose

The NHS job evaluation scheme allows NHS jobs to be matched to nationally evaluated profiles, that are created from job descriptions, person specifications and additional agreed information for commonly occurring roles. Where jobs cannot be matched to a profile, a full evaluation must be undertaken locally to determine pay banding.

When reviewing profiles, JEG seeks to reflect typical activities and levels of job demand across all 16 job evaluation factors for common and standard NHS roles. However, profiles are not intended to establish the absolute requirements for the deployment of staff within a team, ward or other service setting and neither are they intended to be used as development or competency frameworks.

Further information on profiles can be found on the [NHS Employers website](#).

The consultation drafts are presented without profile labels, as evidence has suggested that the labels were misleading and preventing some roles from being matched appropriately and JEG would like consultation feedback not to be influenced by them.

NB – profiles describe full and competent performance in a role. They do not reflect recruitment criteria or the way in which someone new to the role would perform; they describe the role as it would be undertaken by someone with sufficient experience to be at the top of the band.

Consultation questions

When providing feedback on the knowledge factor questions below, it will be important to ensure you understand the terminology used that is defined in the [Job evaluation handbook](#) (particularly [chapter 5](#)) and that you are up to date with the recently revised [information on factor 2](#).

Please describe your role.

- A nurse/midwife
- A JE lead
- A HR/People professional
- A senior nurse leader/CNO
- Trade Union Representative
- Other (give details)

Is your response as an individual or on behalf of an organisation

- Individual
- On behalf of an organisation
 - give name of organisation
 - has your response been agreed in partnership?

What type of organisation do you work for?

- Employer/Provider
 - Acute
 - MH
 - Community
 - Other
- Trade union
- Other (please specify)

A number of the following questions ask for examples or further evidence/information – you can add this to the response or email it separately to jobevaluation@nhsemployers.org

If you are happy to be contacted after this consultation period should JEG wish to follow up on the information you have given, please provide your email address -

Band 4

Midwifery 4 –

1. What types of jobs would you use this profile for?
2. Do you have midwifery jobs currently at band 4 that would not match to this profile? If not, why not?
3. Any further comments?

Nursing 4a –

1. Does the job statement describe the management/supervisory structure sufficiently?
2. What types of jobs would you use this profile for and who do they report to?
3. Do you have nursing jobs currently at band 4 that would not match to this profile? If not, why not?
4. Any further comments

Nursing 4a and b

1. Do you prefer the layout of Nursing band 4a or Nursing band 4b?

A or b

Why?

Band 5

Midwifery 5

1. Minor amendments have been made to this profile to update language and terminology. Do you agree with these changes? Are the examples relevant?
2. Do you have midwifery jobs currently at band 5 that would not match to this profile? If not, why not?
3. Any further comments

Nursing 5

1. This profile seeks to capture the responsibilities, knowledge and skills and working conditions across a range of working environments and roles. Do you think this has been achieved? If your answer is no, please provide examples where changes or additions could be made.
2. Factor 2 – Knowledge, training and experience. (When considering providing feedback on the knowledge factor questions below, it is important to review the recently revised information on KTE in the Job Evaluation Handbook.)
 - a. Does the draft profile give the right examples for level 5 in this factor? If the answer is no, please provide examples of requirements that could be included in the profile.
 - b. Does the rationale in this factor adequately describe the knowledge gained after nurses have completed their preceptorship and are employed in the roles described in the profile statement? If the answer is no, please provide examples of what could be included in the profile.
3. Do the range of levels in the effort and environment factors reflect the demands of roles described in the profile statement? If the answer is no, please provide examples of requirements that could be included in the profile.
4. In particular, is Factor 15 emotional effort level 4 (which is occasional exposure to traumatic circumstances or frequent exposure to high distressing or highly emotional circumstances) required for contemporary nursing roles in some settings? If yes, please provide tangible evidence of the circumstances that would warrant this score (e.g. from jointly agreed regrading requests, job descriptions etc)
5. Do you have nursing jobs currently at band 5 that would not match to this profile? If not, why not?
6. Any further comments

Band 6

Midwifery 6

1. The review received evidence to suggest that the three existing profiles could be combined into one. Can you foresee any unintended consequences of doing this?
2. Does this profile work for non-traditional roles? (for example, does there need to be a wider range in effort factors to take non-traditional roles into account)
3. Do you have midwifery jobs currently at band 6 that would not match to this profile? If not, why not?
4. Any further comments

Nursing 6a

1. Is level 5 Communication Skills required for roles described in the profile statement? If yes, please provide examples including job descriptions and evaluation records where possible. What types of jobs would score at this level for communication
2. Is the way in which we have laid out the profile in the knowledge, training and experience factor (2) useful for evaluation practitioners? Could this be improved upon?
3. Do the range of levels in the effort and environment factors reflect the demands of roles described in the profile statement? If the answer is no, please provide examples of requirements that could be included in the profile.
4. In particular, is Factor 15 emotional effort level 4 (which is occasional exposure to traumatic circumstances or frequent exposure to high distressing or highly emotional circumstances) required for contemporary nursing roles in some settings? If yes, please provide tangible evidence of the circumstances that would warrant this score (e.g. from jointly agreed regrading requests, job descriptions etc).
5. Any further comments

Nursing 6b

This draft profile states that additional knowledge (on top of the nursing degree) is required to undertake this role. This relates to policies, processes and procedures as well as supervisory responsibility.

1. In addition to a nursing degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role described in the job statement? Please provide details of the additional courses/training required to undertake this kind of a role.
2. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external)
3. Are there specific post-registration qualifications required for this type of role?
4. Do the responsibility factors adequately describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making? Please provide examples and note any specific job evaluation factors these would relate to. Please provide examples from current job descriptions and evaluation scoring/rationales where possible.
5. Any further comments

Nursing – 6a and 6b

1. Do you have nursing jobs currently at band 6 that would not match to either of these profiles? If not, why not?

GENERAL

In these draft profiles, JEG has sought describe responsibilities, knowledge, skills and working conditions across a range of working environments and roles. For nursing in particular this has presented some challenges as there are nursing roles in a variety of clinical settings, each with their own ways of working.

1. Are the draft profiles appropriate for your clinical setting?
2. If no, please provide explicit detail and suggestions of what wording would be preferred.
3. Is the difference between the bands clearly articulated in these draft profiles so that they can support career development? If not, please describe your understanding of the difference between the bands.
4. Any other comments

Deadline for submissions – 7pm Sunday 30th June 2024