



3 June 2025

Open letter from the co-chairs of the NHS Staff Council to NHS provider chairs and chief executives on job evaluation and publication of updated nursing and midwifery national job matching profiles.

We are writing to draw your attention to guidance the NHS Staff Council has issued today on job evaluation that accompanies the publication of updated job matching profiles for nursing and midwifery. It also speaks to recommendations made by the NHS Staff Council as part of the 2023/24 pay agreement on the need to restore confidence and build capacity in job evaluation that have been accepted and endorsed by HM Government. We understand that you have recently received communication from NHS England on this matter.

As you will know, the Agenda for Change pay structure is underpinned by its analytical Job Evaluation Scheme (JES), that is used to determine the rank order of roles on the pay structure and ensuring equal pay for work of equal value.

In his written statement, the Secretary of State was clear that he expects “that the NHS JES is applied correctly and robustly throughout the whole of the NHS, underpinned by partnership working between employers and trade unions at a local level, to ensure that all staff are paid correctly for the work they are asked to deliver.” The guidance we have published sets out the local activity needed to achieve this, to build the necessary organisational capacity to undertake job evaluation robustly and to ensure job documentation for nursing and midwifery staff is accurate and up to date.

We have published our guidance in response to the serious concerns raised about job evaluation practices during work to update the national job matching profiles for nursing and midwifery roles. The NHS Staff Council’s Job Evaluation Group (JEG) received significant evidence from across the service which indicated that, in too many cases, the job documentation for nursing and midwifery roles had not been updated as job requirements had changed and that there was no current job evaluation record for many roles. The NHS Staff Council is therefore concerned that the pay banding outcomes of these roles could be unreliable and is setting out its expectations of local partnerships to address this concern.

Our collective thanks go to all members of JEG who undertook the work in partnership to update the profiles, which entailed extensive evidence gathering and consultation, and to the stakeholders, including nursing and midwifery staff, employers, professional bodies and recognised trade unions, that contributed to the work.

The review is a demonstration of the value and importance of partnership working which we expect to be replicated in the application of the job evaluation scheme in your local organisations.



Helga Pile
Staff Side co-chair



Oonagh Monkhouse
Employer Side co-chair