



29 July 2025

NHS Staff Council Job Evaluation Group statement on archiving the health visitor profiles.

In light of changes to the educational standards required for entry onto part three of the Nursing and Midwifery Council's register, JEG is archiving the following national job matching profiles from the [Health Visiting profile suite](#):

- Health Visitor - band 6
- Health Visitor team manager – band 7

Both these profiles score level 6 for factor 2. The change in educational requirement for these roles sees them requiring a masters-level qualification which would mean level 7 for this factor. As it is not possible to vary factor 2, panels will no longer be able to match to the profiles as they are currently written.

Profiles are compiled from evidence from jobs in the NHS – they are not written hypothetically – therefore JEG is not able to alter profile factor scores without job evidence and is not able, therefore, to simply change factor level scores to define what a job role might look like. For example, if factor 2 for the band 6 health visitor was simply increased to level 7 to account for the increase in educational requirements, the profile score would no longer sit solely in the band 6 scoring range. JEG cannot change other factor scores to keep it in the band boundary without evidence that jobs are actually deployed in that way.

It is essential therefore, that health visitor roles are prioritised in local work on job descriptions for nursing in midwifery (as [per NHS Staff Council guidance](#) published recently). During this work, should any roles not match to the remaining profiles, a full local evaluation must be undertaken. This process is outlined in Chapter 12 of the [NHS Job Evaluation Handbook](#).

Employers and staff are reminded of the following from the NHS Job Evaluation Handbook in the description of Factor 2, Knowledge, Training and Experience which says the following:

“Where the training, qualifications and / or experience requirements for a job have changed overtime, the current requirements should be taken as the necessary standard to be achieved as it is the work that is carried out that is evaluated. Existing jobholders with the previously required qualification should be deemed to have achieved the current qualification through on-the-job learning and experience. “

Revisions to health visitor job descriptions must therefore take into account the increase in qualification requirements.

In order to determine the need for replacement profiles, JEG asks all employers that complete local evaluations for health visiting roles that achieve a band 6 outcome and

health visitor team leader roles that achieve a band 7 outcome to send through job descriptions, completed JAQs and evaluation reports to jobevaluation@nhsemployers.org

Organisations with a digital system for recording JE outcomes will need to retain the archived profiles on their systems but they must be noted as being “archived” and therefore not available for panels to use from 29 July 2025.