



11 July 2025

Advice from the NHS Staff Council Job Evaluation Group (JEG) on the use of artificial intelligence (AI) in job evaluation processes.

The Job Evaluation Group (JEG) is aware of the increasing use of artificial intelligence (AI) applications such as ChatGPT and Co-Pilot in the world of work.

However, JEG wishes to make it is clear that at this time, AI must not be used to make decisions or determine the band outcome of roles in any job evaluation processes.

AI, machine learning or other digital solutions cannot replace the panel processes required in the NHS Job Evaluation Scheme as outlined in the [NHS Job Evaluation Handbook](#).

The group will continue its discussions and exploration on the topic and will issue further guidance if necessary.