

JEG statement regarding health visitor profiles



In light of changes to the educational standards required for entry onto part three of the Nursing and Midwifery Council's (NMC) register, the Job Evaluation Group (JEG) has archived the following national job matching profiles from the [health visiting profile suite](#):

- health visitor - band 6
- health visitor team manager – band 7.

The increase in educational requirement for these roles means that they would never now be able to match to the profiles, thus they are considered to be obsolete.

[The NHS Job Evaluation \(JE\) Handbook](#) states the following about archived profiles –

“Archived profiles should be retained as such on job evaluation systems but not used to match jobs going forward. When a profile is archived it does not mean that any jobs that match to it automatically need to be re-matched, the outcome is still valid. However, when the post is subsequently required for recruitment, the job description should be confirmed against the current profiles as the archived ones are no longer available.”

However, the description of Factor 2, knowledge, training and experience 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. “

New - Advice for employers

The job descriptions for any role that requires part three NMC registration will need to be updated to ensure that the educational requirements are reflected in the person specification. This includes district nurses, health visitors, school nurses, public health and occupational health nurses. Updating should cover the role as a whole, not just the education requirements.

This would be a good time to engage with staff in these roles and their trade union representatives to review whether the job description (JD) remains current and

accurately reflects the full requirements of the role (as per Annex 31). NHS Employers has produced [advice on reviewing job descriptions](#).

Please note - As above, existing staff are deemed to have the increased qualification by virtue of their experience in the role.

Once a job description (JD) has been revised or re-written, it will have to go through a job evaluation process as the change in educational requirements is considered to be a “significant change” (as per JE Handbook chapter 3, section 4).

Job evaluation panels will, in the first instance, attempt to match the JD to a current profile – either in the health visitor profile suite or another nursing profile. (NB the archived profiles can no longer be used for matching.)

If the panel cannot match the job description to a current profile, they will record a “no match” decision. This means that the role holder (or a representative of a group of role holders working to the same JD), supported by their trade union representatives, and their line manager will need to complete a job analysis questionnaire (JAQ).

Once this JAQ has been analysed and signed off, it will go to another job evaluation panel for a full evaluation. The panel will determine the appropriate job matching / evaluation outcome for the role, which may confirm the existing banding, or result in a different pay banding. This process is outlined in [chapter 12 of the handbook](#).

In order to determine the need for additional profiles, JEG asks all employers that have to complete local evaluations for these or any other roles that do not match to current profiles to send through job descriptions, completed JAQs and evaluation reports to jobevaluation@nhsemployers.org