

Report Title	National Job Evaluation Review and Audit - Nursing and Midwifery
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Previous committees/groups	People Committee – 17 March 2026 Trust Executive Group – 18 March 2026 People and Culture Group – (scheduled 27 March 2026)
Recommended action(s)	Information
Purpose of the paper	This paper informs the Trust Board on the work to locally review all nursing and midwifery job descriptions. This was a national commitment out of the 2023 Agenda for Change pay deal.
Executive Summary	
<p>This paper provides the Trust Board with an update on delivery of the national commitment arising from the 2023 Agenda for Change pay deal to review nursing and midwifery job descriptions and to ensure that local arrangements are robust, prioritised, and delivered with quality.</p> <p>The review, in line with the NHS Job Evaluation Scheme, is expected to be undertaken with a partnership-based approach with trade union colleagues. A quarterly data collection is made to NHS England to demonstrate progress (next due 23 April 2026).</p> <p>The government has recently made a further commitment regarding Band 5 nurses; however, as the Trust has no Band 5 nursing roles, there are no additional requirements.</p> <p>The paper clarifies the Trust Board’s responsibilities for governance and oversight, including appointing a Senior Responsible Owner, assuring understanding of national profiles and guidance, and overseeing job documentation, compliance, monitoring, and mandated data collections, with assurance through established governance routes.</p> <p>Locally, leadership and partnership arrangements are in place, and an initial review has identified six job descriptions (nine posts, Bands 6–8D) requiring review; roles that may be undertaken by either nurses or paramedics (202 headcount) are out of scope. The next step is to validate job content with postholders. The risk associated with this work is low.</p>	
Recommendation(s)	The Trust Board are asked to note the contents of the paper.
Link to Board Assurance Framework Risks (Board and level 2 committees only)	6. Develop and sustain an open and positive workplace culture. 12. Secure sufficient revenue resources and use them wisely to ensure value for money.

Nursing and Midwifery – National Job Evaluation Review and Audit

1.0 INTRODUCTION

- 1.1 This paper informs the Trust Board on the work to locally complete the work to review all nursing and midwifery job descriptions. This was a national commitment out of the 2023 Agenda for Change pay deal for which Board oversight was mandated to ensure processes are robust, the work is prioritised with sufficient quality and pace.
- 1.2 The Trust has completed its initial review to understand the work required, hence this paper also updates on the work plan, as well as set out the position in respect of the recent national directive and commitment regarding Band 5 nurses.

2.0 BACKGROUND/CONTEXT

- 2.1 The NHS pay structure is underpinned by its Job Evaluation Scheme. Trusts are expected to complete job evaluation processes, in partnership with trade union colleagues, to ensure quality and transparent outcomes.
- 2.2 The 2023 Agenda for Change (AfC) pay deal, agreed between the previous government and the NHS Staff Council (NHSSC), included a commitment to identify ways to support the fair and consistent application of the NHS Job Evaluation Scheme (JES), as well as options to improve support for newly qualified healthcare registrants. The NHS Staff Council expectations of NHS employing organisations are set out in **Appendix A**.
- 2.3 The primary focus is on the nursing and midwifery workforce, recognising their discontent with pay, as displayed during the period of industrial action in 2023. The current ask is to undertake a review of all job descriptions for which Nursing and Midwifery Council registration is required. These are then subject to job evaluation in partnership with our trade union colleagues.
- 2.4 Quarterly data collection returns to NHS England are required for monitoring. The last return was submitted on 22 January 2026 and the next due on 23 April 2026.
- 2.5 The ambulance sector continues to work together via the AACE (Association of Ambulance Chief Executives) Job Evaluation Group; a sub-group of the Chief People Officer's Group, which aims to ensure consistency of approach as well as sharing resources and learning.
- 2.6 On 12 February 2026, along with the pay award for those on Agenda for Change pay, the Government announced a series of measures to recognise the significant value of the nursing profession (**Appendix B**) and ensure nurses receive the pay and support they deserve. These commitments are:
- Making sure every nurse is in the right band, and reviewing all band 5 nurse job descriptions, with additional funding available to support this review process.
 - Making graduate pay a priority as part of ongoing reforms to Agenda for Change staff pay structure.
 - Launching a national nursing preceptorship to ensure every nurse has the best start to their career, wherever they work.
 - Reviewing the evidence from the review of band 5 nursing roles to determine whether any further action is required.

2.7 This paper updates on the work locally to meet the government's commitment to the nursing and midwifery workforce.

3.0 RESPONSIBILITIES OF THE TRUST BOARD

3.1 The Trust Board is responsible for ensuring robust governance and oversight of local job evaluation arrangements for nursing and midwifery roles. This includes appointing a Senior Responsible Owner (SRO) and assuring that senior leaders have reviewed and understood updated national profiles and guidance.

3.2 Through the SRO, which is the Director of People and Organisational Development, the Board must oversee accurate job documentation, monitor job evaluation activity, and ensure compliance with national job evaluation standards. It is also accountable for participating in mandated national data collections and partnership-based audits, providing assurance that local practices meet NHS Staff Council and NHS England expectations. The Board can be assured that requirements in this regard have been met with governance via the Joint Steering Group, People and Culture Group with updates through to the People Committee.

4.0 PROGRESS ON LOCAL JOB EVALUATION AUDIT

4.1 As the Trust Nursing Lead, the Head of Nursing and Patient Experience is providing leadership and direction to this work, supported by the Deputy Director of People and Organisational Development, HR Business Partner – Quality and Governance and Royal College of Nursing Representative (trade union).

4.2 Thus far, the work has encompassed a comprehensive review of positions necessitating Nursing and Midwifery Council registration, along with corresponding job evaluation records, to determine which job descriptions fulfil the criteria set out by the national commitment. Our review has determined that only six job descriptions with nine associated headcount (Bands 6 – 8D) are required to be reviewed as part of the national work. Whilst we have 202 (headcount) nurses, they are employed in roles that could be either a Nurse or Paramedic (e.g. Senior Clinical Advisor), hence do not fall part of this review.

4.3 The next step of the work is to review each of the job descriptions with the postholder(s) to ensure that they reflect their current work. The oldest nursing job description we have is from 2019 with the risk of rebanding of any of the roles being low.

4.0 BAND 5 NURSING COMMITMENT

4.1 The most recent commitment from the Government on 12 February 2026 relates to measures to support Band 5 Nurses. As stated above, the Trust does not have any band 5 nursing roles, hence nothing additional required.

5.0 NEXT STEPS

5.1 The next NHS England data collection return is due on 23 April 2026, and this must be completed in partnership with our trade union colleagues. This return seeks assurance that local Job Evaluation arrangements are robust, timely and partnership based, covering governance, leadership, resources, panel capacity, training, systems, records, and transparency, in line with the NHS Job Evaluation

Handbook and forthcoming national requirements. It also specifically requests confirmation that the Trust Board receives a regular (at least annually) report on job evaluation; hence the Board will be updated as necessary.

- 5.2 The People and Culture Group will monitor this work with progress reported via highlight reports, to the People Committee and the Trust Board.

6.0 CONCLUSION

- 6.1 This programme of work is making good progress and is being done in partnership with our trade union colleagues as per the national commitment.
- 6.2 The Trust has undertaken a robust initial review, identified the limited number of roles requiring further evaluation, and established partnership arrangements with trade union colleagues.
- 6.3 This work demonstrates the Trust's commitment to fair, transparent and consistent application of the NHS Job Evaluation Scheme, while supporting staff confidence in pay integrity. Ongoing assurance to NHS England, the People Committee and the Trust Board will ensure continued oversight and compliance with national expectations.

7.0 RECOMMENDATIONS

The Trust Board are asked to note the contents of the paper.

8.0 SUPPORTING INFORMATION

Appendix A: NHS Staff Council expectations of NHS employing organisations
[Action needed on job evaluation outcomes for nursing and midwifery staff | NHS Employers](#)

Appendix B: Government's Commitments to Nursing – Band 5 review. [NHS England » Actions to deliver Agenda for Change uplift and a fairer deal for nurses](#)