

What is the NHS Job Evaluation Scheme (JES)?

How are pay banding decisions made using the NHS JES?

What to do if you think your banding decision is not right

Review panels

Key issues

Appendix A: Template to request a JE review

AFC pay rates are underpinned by an analytical job evaluation scheme (JES)

WKDW ZDV GHVLJQHG E\ HPSOR\HUV DQG WUDGH XQLRQV LQ SDUWQHUVKLS WR UHÀHFV

the complexities of health service jobs and career structures and the unique

QDWXUH RI WKH ZRUN XQGHUWDNHQ E\ 1+6 VWDc ,W UHSODFHG D V\WVHP RI FOLQLFDO

JUDGLQJ LQ sqqu 6RPH RUJDQLVDWLRQV DUH VWLOO GHDOLQJ ZLWK LVVXH VUHODWLQJ WR WKH

implementation of the scheme, whereas others are facing new challenges such as

VHUYLFH UHGHVLJQ PHUJHUV DQG EDQG UDWLRQDOLVDWLRQ 7KH 1+6 6WDc &RXQFLO UHWDLQV

ultimate responsibility for the design and maintenance of the NHS JES, with the

VXSSRUW RI D WHFKQLFDO VXE JURXS WKH -RE (YDOXDWLRQ *URXS -(* 7KH VFKHPH

is the same in all UK countries, although some of the procedures, especially for

FRQLVWHQF\ FKHFNLQJ DQG PRQLWRULQJ PD\ YDU\ IURP FRXQWU\ WR FRXQWU\

7R JR EDFN WR EDVLFV WKH 1+6 -(6 LV

- jointly owned and run by employers and trade unions in partnership
- D V\WVHP IRU FRPSDULQJ GLcHUHQW MREV DSSO\LQJ DJUHHG UXOHV
-

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As stated on the previous page, the NHS JES was designed to assess the

VLJQL;FDQW GHPDQGV RI MREV 7KXVH DUH JURXSHG LQWR 'IDFWRUV' DQG HDFK IDFWRU KDV D QXPEHU RI OHYHOV WKDW GHQRWH WKH H[WHQW RI WKH GHPDQG (DFK OHYHO LV ZHLJKWHG DQG DWWULEXWHG D 'VFRUH' 7KHUH DUH 'IDFWRUV ZKLFK LQ FRPELQDWLRQ DUH XVHG WR FRQVLGHU DOO DVSHFWV RI DOO UROHV 7KH\ DUH DV IROORZV

W a a . . .

I y a e ece ed a ba d
c l e

<RX KDYH WKUHH PRQWKV WR UHTXHVW D UHYLHZ UHFHLYHG D FRS\ RI WKH MRE PDWFKLQJ HYDOXDV Use this to identify areas where you think the panel has assessed the demands of \RXU UROH LQFRUUHFWO\ /RRN DW WKH ZNHS WKH I Evaluation Handbook but try to avoid repeating factor language in your review UHTXHVW ,W V P X F K E H W W H U W R J L Y H W D Q J L E O H W K H U H O H Y D Q W V H F W L R Q L Q \ R X U - ' U D W K H U W K I

You need only present evidence of the factors you believe have been assessed LQFRUUHFWO\

I y b e e y b a c a - e d
- c a - y e w a a b a d e d

You will need to seek agreement from your line manager to revise your JD EHIRUH UHTXHVWLQJ D UHYLHZ ,W P D \ E H K H O S I X - ' E H I R U H \ R X U D L V H W K H L V V X H Z L W K \ R X U P D Q D J suggestions you are making and be prepared to negotiate the wording used to G H V F U L E H W K H H Q K D Q F H G M R E G H P D Q Q G V , I \ R X U concerns and seeks to deny you the opportunity to revise your JD and seek a U H Y L H Z \ R X F D Q V X E P L W D J U L H Y D Q F H X Q G H U \ R X

Once you have an agreed JD, you and your manager need to submit it to the G H V L J Q D W H G - (O H D G X V X D O O \ L Q W K H + 5 G H S D U

, I \ R X U R U J D Q L V D W L R Q G R H V Q R W K D Y H D I R U P W I W K H W H P S O D W H S U R Y L G H G D V \$ S S H Q G L [\$



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7KLV LV DQ HGLWDEOH IRUP WKDW \RX FDQ VDYH DQG FRPSOHWH DW \RXU FRQYHQLHQFH



7		
8		
9		
rq		

\$Q\ DGGLWLRQDO LQIRUPDWLRQ \RX ZLVK WR UDLVH

\$WWDFK WR WKLV IRUP \RXU FXUUHQW DPHQG HG -' DQG DQ\ VXSSOHPHQW DU\ LQIRUPDWLRQ QHFHVVDU\

:H WKH XQGHUVLJQH UHTXHV WKDW D UHYLHZ RI WKH -(RXWFRPH NHS Job Evaluation Handbook SRVW EH XQGHUWDNHQ LQ DFF

:KHUH WKHUH DUH VLJQLFDQW FKDQJHV WR WKH MRE ZH DUH LQ DJUHHPHQW WKDW WKH FKDQJHV WR WKH UROH GHV

3RVW KROGHU 'DWH ODQDJHU 'DWH

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