



Trafford Children and Young People's Multi-Agency Service

The NHS Job Evaluation Scheme

Introduction

As part of pay modernisation within the NHS, a national Job Evaluation Scheme was introduced in October 2004. That scheme was designed to ensure equal pay for work of equal value and every effort made to ensure that it was fair and non-discriminatory in both its design and implementation.

Background

All jobs covered by the scheme, Doctors and Dentists have been subject to separate pay modernisation arrangements, are assessed against 16 factors. Those factors range from communication, and knowledge, training and experience, to emotional effort and working conditions. The scheme design also incorporated the following equality features:

- A sufficiently large number of factors to ensure that all significant job features can be fairly measured
- Inclusion of specific factors to ensure that features of predominantly female jobs are fairly measured, for example communication and relationship skills, physical skills, responsibilities for patients/clients, emotional effort.
- Avoidance of references within the factor levels which might operate in an indirectly discriminatory manner
- Scoring and weighting designed in accordance with a set of gender neutral principles.

Job Evaluation Process

In order for a job to be assessed accurately, job descriptions need to include information relating to each of the 16 factors against which all posts are assessed. A matching procedure was developed to allow most jobs locally to be match to nationally evaluated profiles.

That matching procedure is undertaken by a joint matching panel comprising both management and staff representative members. The members must be trained in the NHS Job Evaluation Scheme, which includes an understanding of the avoidance of bias.

The matching process is based on agreed and up to date job descriptions. There is in addition, a consistency checking process following the matching of all jobs to validate the banding outcome and ensure equity of process.