

Cover Sheet

Trust Board Meeting in Public: Wednesday 21 January 2026

TB2026.08

Title:	Nursing and Midwifery Job Evaluation Review
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Status:	For Information
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History:	New Paper
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Board Lead:	Chief People Officer; Chief Nursing Officer
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Presenter:	Chief People Officer
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Confidential:	No
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Strategic Pillar:	People
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Executive Summary

1. The review of nursing and midwifery job descriptions to ensure alignment with the updated national profiles published in 2025 is progressing. The project team are currently completing evaluation of Band 5 and 6 roles, with Band 7 and 8 specialist roles now entering review. Alongside this, work is underway to assess and strengthen job evaluation practices and establish a consistent long-term Trust-wide approach.
2. Supporting infrastructure is being developed, including an online job description library and updates to the annual appraisal process to confirm staff are working to the correct profiles.
3. NHS England continues to monitor national progress through quarterly data collection and audit. The next submission is due on 22 January 2026 and has added a new element that provides assurance that the Board is familiar with the background to the review.

Recommendations

4. The Trust Board is asked to:
 - Note the update on the review.
 - Read and note the key messages set out in Section 4 of this paper.

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Nursing and Midwifery Job Evaluation Review

1. Purpose

- 1.1. The purpose of this paper is to provide the Board with an update on the Nursing and Midwifery job description review which aims to ensure that OUH is aligned with the updated national profiles and confirm that every nurse is working to the correct, current version.
- 1.2. The paper also asks that the Board familiarise themselves with the review (see Section 4). This forms part of the NHS England national data audit which is due for submission on 22 January 2026.

2. Background

- 2.1. In 2021, because of requests from the RCN and RCM, the NHS Staff Council undertook a full review of national nursing and midwifery role profiles at Band 4 and above. The review was undertaken on the premise that roles share many standard and common features, and this has been reflected in the updated profiles. The updated profiles were published in 2025.
- 2.2. The NHS Staff Council is asking all organisations to ensure that job documentation for these groups of staff describes job appropriately and that this review work should be prioritised and overseen by Boards.
- 2.3. NHS England are preparing to introduce a phased data collection exercise to assess organisational readiness and capture demographic workforce data on progress on nursing job descriptions. The goal is to launch a dashboard that reflects both the volume and quality of job evaluation activity at the start of the next financial year.
- 2.4. OUH launched its review during Q1 2025/26. The Senior Responsible Officer was replaced late in 2025 by Amara Collins-Oke following Andrew Carter's retirement.

3. Progress Update

- 3.1. The project team and working group meet monthly to review progress against the activity plan. Membership comprises members from the nursing and corporate Directorates and the RCN. Appendix 1 provides a high-level timeline.

- 3.2. The work continues to be in the scoping and job evaluation phase. Most of the Band 5 and 6 general and midwifery roles have been evaluated and validated. This is expected to conclude in February 2026. A risk assessment will then be undertaken at the end of this phase to determine whether any issues were identified and to develop an action plan as appropriate. If any issues or risks are identified, an update will be provided to TME.
- 3.3. The next phase which is now underway is to review educational, critical care and specialist job descriptions for Band 7 and 8 roles.
- 3.4. In parallel, an assessment of job evaluation practices is underway, and an options paper will be produced aimed at introducing a long-term Trust wide job evaluation procedure to meet the NHS Staff Council ask to ensure job evaluation practices are fair and consistent.
- 3.5. An online library of job description for all nursing and midwifery roles has been produced and will continue to evolve as the project progresses. These will then be used for recruitment and legacy job descriptions will be phased out.
- 3.6. The annual appraisal process has been updated to include an annual review that confirms all staff in nursing and midwifery roles are working to the correct job description.

4. National Data Collection and Audit

- 4.1. NHS England are collating quarterly data submissions and auditing progress against the nursing and midwifery job evaluation review. The next submission is due on 22 January 2026. A new set of statements have been introduced to the data submission which seeks to ensure that all Boards are aware of the rationale and background for the review. A screenshot of the statements is set out in Appendix 2. The key messages that inform the statements are set out below:
 - 4.1.1 In 2023 the Secretary of State for Health and Social Care set out a commitment to support working lives for NHS staff in a written ministerial statement. The key points are:
 - Nurses and midwives must be paid correctly for the work they deliver.
 - Government is accepting recommendations to improve local job evaluation practice.
 - The NHS Job Evaluation Scheme (JES) underpins all Agenda for Change pay bands and there is an expectation

that JES must be applied correctly, consistently and robustly across the whole NHS.

- New national job evaluation software will be rolled out.
- The aim is to restore confidence in JES and build capacity for proper application — ensuring fair and consistent banding for nursing and midwifery roles.

4.1.2. The [letter](#) dated 3 June 2025 sent to all NHS Providers and Integrated Care Boards detailing:

- Confirmation of Government acceptance of recommendations from the 2023 NHS pay deal, including those affecting nursing and midwifery job evaluation.
- Emphasis on correct JES application and focus on consistency across organisations to ensure fair banding outcomes for nurses and midwives.
- Updated national nursing and midwifery profiles and expectation that NHS organisations will review their nursing and midwifery posts, aligning them with Agenda for Change requirements.

4.1.3 The nursing and midwifery job profile update [article](#) which advises:

- Updated national job matching profiles have been published following consultation. These were approved by the NHS Staff Council.

4.1.4 NHS Staff Council [Guidance](#) setting out the action needed on job evaluation outcomes for nursing and midwifery staff. This includes an appendix which advises that the assessment of job evaluation practices will be audited nationally. Key points are:

- Updated national profiles must now be used and employers are expected to review roles locally.
- The core aim is consistency and fairness in banding.
- Local partnerships must work together to apply the JES.
- The guidance supports implementation of the updated profiles.

5. Conclusion

4.2 The review remains on track, with significant progress made in aligning nursing and midwifery roles to updated national profiles and strengthening job evaluation practices. As the next phases progress,

OUH will continue to ensure consistency, transparency and compliance with national expectations, providing further updates to TME as required.

6. Recommendations

4.3 The Trust Board is asked to:


- Note the update on the review.
- Read and note the key messages set out in Section 4 of this paper.

Appendix 1 - High Level Timeline

Main Activity	Sub Activity	Sep	Oct	Nov	Dec	Jan-26	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Nov	Dec	Jan-27
Job evaluation procedure review	Scope suppliers and costs (complete)	29															
	Produce option/business case (in progress)																
	Socialisation																
	Agreed solution																
	Update job evaluation procedure (in progress)																
	Socialisation																
	Publish																
Advertising approach using JDs	Discuss issue (complete)	29															
	Develop and implement solution (complete)	29															
Ongoing Assurance - Appraisal re-validation	Develop link between end of year appraisal review and revalidation of job description (complete)			30													
	Produce end year report to check compliance																
Communications	CNO to provide update in TME briefing																
	Update																
	Outcome and Next Steps																
Job Evaluation and Validation - Band 5/6 roles Note: this includes a record of validation outcomes	Band 5/6 general ward nurse (complete)	29															
	Band 5/6 midwifery roles (complete)		31														
	Band 5/6 specialist/critical care roles																
	Band 5/6 education and development roles																
	Band 5/6 ANP roles																
	Produce library of job descriptions (in progress)																
	Review evaluated JDs/develop new JD and Job Spec templates																

Risk Assessment of Evaluation/Validation	Undertake and produce risk assessment (legal, financial)																	
	Develop mitigating action plan																	
	Review progress against action plan																	
	Actions implemented																	
Job Evaluation Band 7/8 roles	General Nursing																	
	Midwifery roles																	
	Specialist/critical roles																	
	Education and development roles																	
	ANP roles																	
	Update library of job descriptions																	
Risk Assessment of Evaluation/Validation	Undertake and produce risk assessment (legal, financial)																	
	Develop mitigating action plan																	
	Review progress against action plan																	
	Actions implemented																	

Appendix 2 – Screen Shot of NHS England Data Submission

 Data Collection Framework

[Submitter](#) [Logout](#)

Board readiness assessment

The Board has read and understood that all staff should be paid correctly for the work they do as set out in the Secretary of State's 23 April 2025 written ministerial statement. *

☐ Yes☐ No

<https://questions-statements.parliament.uk/written-statements/detail/2025-04-23/hcws597>

The Board has received and understood NHS England's 30 May 2025 Job Evaluation letter to boards. *

☐ Yes☐ No

<https://www.england.nhs.uk/long-read/letter-agenda-for-change-non-pay-deal-recommendations-nhs-job-evaluation/>

The Board has appointed a board-level SRO or sponsor to oversee the JE process *

☐ Yes☐ No

The Board are aware of the publication of the Nursing and Midwifery profile review, and understand the priority is to review nursing and midwifery job descriptions. *

☐ Yes☐ No

<https://www.nhsemployers.org/news/updated-profiles-nursing-and-midwifery>

The Board have read and understood NHS Staff Council Guidance: Action needed on job evaluation outcomes for nursing and midwifery staff (including Appendix 1 – Assessment of job evaluation practices, which will inform an upcoming national JE practice audit). *

☐ Yes☐ No

<https://www.nhsemployers.org/publications/action-needed-job-evaluation-outcomes-nursing-and-midwifery-staff>

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