

NHS Staff Council Job Evaluation Group

Review of national matching profiles for nursing and midwifery.

Following requests made by the Royal College of Nursing and the Royal College of Midwifery to the NHS Staff Council, the NHS Job Evaluation Group (JEG) is undertaking a review of the national job matching profiles for nursing and midwifery (band 4 and above). The purpose of this review is to ensure that the profiles accurately reflect current nursing and midwifery practice, training, and role development. The review is not redefining nursing roles nor setting expectations for the way in which staff are to be deployed.

Following the consultation on revisions to the profiles for bands 4 to 6 that took place earlier in 2024, JEG is now consulting on revisions of profiles at bands 7 and above for both nursing and midwifery. Feedback from this consultation will be used to further amend the draft profiles before publication, so detailed responses and additional evidence is invited.

In order to assess whether amendments to the current profiles were necessary, JEG has undertaken an extensive evidence gathering exercise, including a nationwide survey, detailed analysis of job information and a number of interviews and roundtable discussions. The drafts being consulted on now are the product of that evidence gathering. However, there has been a lack of detailed evidence for some factors often as a result of poor quality job descriptions that have not been regularly updated to reflect changes in practice, changes in roles and developments in education. JEG acknowledges that this can be caused by job descriptions needing to be used for recruitment and pay banding purposes – but urges employers to ensure that job information for banding purposes is comprehensive and current.

National Matching Profiles and their purpose

The NHS job evaluation scheme allows NHS jobs to be matched to nationally evaluated profiles, that are created from job descriptions, person specifications and additional agreed information for commonly occurring roles. Where jobs cannot be matched to a profile, a full evaluation must be undertaken locally to determine pay banding.

When reviewing profiles, JEG seeks to reflect typical activities and levels of job demand across all 16 job evaluation factors for common and standard NHS roles. However, profiles are not intended to establish the absolute requirements for the deployment of staff within a team, ward or other service setting and neither are they intended to be used as development or competency frameworks.

Further information on profiles can be found [here](#)

The consultation drafts are presented without profile labels, as evidence has suggested that the labels were misleading and preventing some roles from being matched appropriately and JEG would like consultation feedback not to be influenced by them.

NB – profiles describe full and competent performance in a role. They do not reflect recruitment criteria or the way in which someone new to the role would perform; they describe the role as it would be undertaken by someone with sufficient experience to be at the top of the band.

Consultation questions

When providing feedback on the knowledge factor questions below, it will be important to ensure you are up to date with the recently revised information on factor 2 in the Job Evaluation Handbook.

Midwifery

Band 7 - JEG is proposing to retain 3 profiles for midwifery roles at band 7

Do these three profiles cover all the midwifery roles at band 7 you have in your organisation. – Yes or No

If No – what is missing

Please provide examples of how band 7 midwifery roles are different to band 6 roles in your organisation?

Midwifery 7a –

1. What types of jobs would you use this profile for?
2. In addition to a degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role as described in the profile statement? Please provide details of the additional courses/training required to undertake this kind of a role.
3. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external)
4. Are there specific additional post-registration qualifications required for this type of role?
5. Do the increased responsibility factors or planning, policy and patient care adequately describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making?
6. Any other comments

Midwifery 7b -

1. What types of jobs would you use this profile for?
2. In addition to a degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role as described

in the profile statement? Please provide details of the additional courses/training required to undertake this kind of a role.

3. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external)
4. Are there specific additional post-registration qualifications required for this type of role?
5. Do the increased responsibility factors or planning, policy and patient care adequately describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making?
6. Any other comments

Midwifery 7c -

1. What types of jobs would you use this profile for?
2. In addition to a degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role as described in the profile statement? Please provide details of the additional courses/training required to undertake this kind of a role.
3. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external)
4. Are there specific additional post-registration qualifications required for this type of role?
5. Do the increased responsibility factors or planning, policy and patient care adequately describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making?
6. Any other comments

JEG is proposing to create a new profile in the midwifery suite for bands 8a – b and archive the current profile for bands 8b-c . Evidence showed that there was a need for a Band 8a outcome. JEG also notes that a significant number of senior midwifery roles are appropriately matched using the [professional manager profiles](#).

Midwifery 8ab

1. In addition to a degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role as described in the profile statement? Please provide details of the additional courses/training required to undertake this kind of a role.
2. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external) Would this happen after recruitment or before someone could take up the role?
3. Are there specific additional post-registration qualifications required for this type of role?

4. Describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making? For example – what knowledge or experience is needed to be able to develop new midwifery practices (as per factor 7) Please provide examples of how the band 8 is different to the band 7?

Midwifery 8c-9

1. Do you think that the current band 8c-9 profile is still relevant to today's roles?
2. Do you think the current Professional Manager (Clinical, Clinical Technical Service) profiles could be used to match Deputy/Head/Director of Midwifery roles?
3. Any other comments

Nursing

Band 7 - JEG is proposing to continue to have 2 profiles for nursing roles at band 7

Do these two profiles cover all the nursing roles at band 7 you have in your organisation. – Yes or No

If No – what is missing

Please provide examples of how band 7 nursing roles are different to band 6 nursing roles in your organisation?

Nursing 7a –

1. Does the job statement describe the clinical responsibilities sufficiently?
2. What types of jobs would you use this profile for and who do they report to?
3. In addition to a degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role? Please provide details of the additional courses/training required to undertake this kind of a role.
4. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external)
5. Are there specific additional post-registration qualifications required for this type of role?
6. Do the increased responsibility factors or planning, policy and patient care adequately describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making?
7. Any other comments

Nursing 7b

1. Does the job statement describe the clinical responsibilities sufficiently?
2. What types of jobs would you use this profile for and who do they report to?
3. In addition to a degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role? Please provide details of the additional courses/training required to undertake this kind of a role.
4. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external)
5. Are there specific additional post-registration qualifications required for this type of role?
6. Do the increased responsibility factors or planning, policy and patient care adequately describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making?
7. Any other comments

Nursing 8a

1. In addition to a nursing degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role as described in the profile statement? Please provide details of the additional courses/training required to undertake this kind of a role.
2. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external) Would this happen after recruitment or before someone could take up the role?
3. Are there specific additional post-registration qualifications required for this type of role?
4. Describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making?
5. Any other comments

Nursing 8b-9

1. In addition to a nursing degree level qualification, what additional types of knowledge, training and experience would you expect someone to have to be able to carry out the role as described in the profile statement? Please provide details of the additional courses/training required to undertake this kind of a role.
2. How would the additional knowledge be gained for this type of role? (this could be formal or informal, internal or external) Would this happen after recruitment or before someone could take up the role?
3. Are there specific additional post-registration qualifications required for this type of role?

4. Describe the way in which additional knowledge is applied in the role in relation to skills application, responsibilities and/or decision making?

GENERAL

In these draft profiles, JEG has sought describe responsibilities, knowledge, skills and working conditions across a range of working environments and roles. For nursing in particular this has presented some challenges as there are nursing roles in a variety of clinical settings, each with their own ways of working.

1. Are the draft profiles appropriate for your clinical setting?
2. If no, please provide explicit detail and suggestions of what wording would be preferred.
3. Is the difference between the bands clearly articulated in these draft profiles so that they can help staff understanding the requirements of higher banded roles? If not, please describe your understanding of the difference between the bands.
4. Any other comments