

Development of professional roles

The NHS Job Evaluation Scheme recognises that healthcare roles that require as a base level, graduate qualification, evaluate sufficient to justify a different pay band to other entry level roles. This means it is very likely the role will be placed on pay band 5. Thereafter, most roles will require a period of time in pay band 5, enabling professional development/proficiency.

It is the case, thereafter, that for certain roles there is some divergence, as different professions follow different career pathways and this is ever evolving due to professional advancements, demands on the service and different organisational structures in place to deliver healthcare.

There are roles (including in, but not limited to, midwifery, nursing and allied health professions) that tend to move quickly to demand a certain level of autonomous decision making and a degree of risk, in the overall delivery of care, that exceeds that normally associated with roles allocated to pay band 5. Typically, these roles operate with limited influence or control from other professional groups. Where supervision operates, it is generally management supervision and does not normally impinge upon clinical practice.

In such circumstances roles should be reviewed no earlier than one year and no later than two years from the date of qualification, using the NHS Job Evaluation Scheme. If the evaluation demonstrates the role is of sufficient size to move to the next pay band (pay band 6) this should be affected without the need for application for a post at a higher level. There is no facility for this provision to operate in any other part of the pay structure. (See the question and answer guidance in Annex 28 (England and Wales) or Annex 28 (Scotland and Northern Ireland)).