

How we will help you with job evaluation

NHS Midlands and Lancashire (ML) delivers high-quality job evaluation expertise and guidance.

With our support, you can be assured that the principles and practices of the NHS Job Evaluation Scheme are used effectively by your organisation. We will help you to adopt and ensure good practice in job evaluation and increase confidence in pay band determination. We can also help you establish effective policies and processes to manage equal pay risk and the equal pay implications of reconfigurations of services.

Our services include:

- Job evaluation process health checks including job matching, job evaluation, reviews and consistency checking
- Policy and guidance reviews and development
- Analysis of the equal pay implications of reconfigurations of service
- Governance and reporting frameworks
- Streamlining recommendations
- Job description review, advice and guidance
- Equal pay audits
- External panels to unblock difficult situations.

Why choose MLCSU

- **By the NHS for the NHS**
- **Extensive experience and skills derived from practice in a range of settings including systems and trusts**
- **Job evaluation expertise at national level**
- **Partnership with your trade unions in line with key principles of the NHS Job Evaluation Scheme**
- **Skills transfer with colleagues as required**
- **Focus on managing equal pay risk by ensuring high-quality job evaluation practice**
- **Independent assessments and options appraisals in line with NHS guidance**
- **Flexible engagement options to give you the capacity to implement change**
- **Straightforward rapid procurement and delivery.**





Case study: NHS England

NHS ML is working with NHS England to develop a job description resource library for a hard-to-recruit profession. The resource includes standardised job descriptions, guidance notes and advice on how organisations across the NHS can utilise the library in line with Agenda for Change principles.

The purpose is to support the profession to recruit through high-quality job descriptions and transparency of banding outcomes. We are working with a nationally identified reference group for the profession to ensure our outcomes meet the aims of the project and can be comfortably applied in practice by those who would be acting as hiring managers.



Case study: NHS Trust

We were commissioned to investigate a grievance arising from a job matching process and outcome.

We completed an independent investigation and assessment of the trust's policy and processes.

We provided recommendations to the trust on how to resolve the grievance and improve processes for the future.

The recommendations were tailored to reduce the risk of equal pay issues and improve employee trust in future banding outcomes.

How we do it



Conduct a diagnostic review of your current challenges:

Analyse and identify the root causes of your current challenges to develop a focused strategy for improvement.



Collaborate with local stakeholders and trade unions to upskill and align efforts:

Engage with local stakeholders, including trade unions, to build skills and ensure collaborative efforts toward common goals.



Manage delivery and provide assurance reports for governance:

Oversee the delivery process and supply regular reports to keep your governance structure informed and confident in progress.



Deploy a skilled team to achieve agreed outcomes with you:

Bring in an experienced team to deliver on clearly defined objectives, working closely with you to ensure success.



Empower your organisation with transformative people solutions:

Implement people-focused strategies that enhance your workforce's capabilities, driving outstanding performance and growth.

For more information on our products and services contact us today:

Email: mlcsu.partnerships@nhs.net

mlcsu.co.uk