










Supporting nursing and midwifery job profile review



Understand what has happened and how the CSUs can support your clinical job description rebasing



-  **Job Profile Review Job Evaluation (JE) for nursing and midwifery roles is now a top NHS focus following April 2025 ministerial statement**
-  **In 2025, HM Government accepted JE recommendations made as part of 2023 pay deal**
-  **It was found outdated nursing job data, raised concerns about unreliable banding outcomes**
-  **It was flagged bands 2–6 had low JE activity, risking outcomes being based on historic data, which may not be wholly accurate**
-  **NHS Staff Council urged a review of nursing and midwifery roles to ensure accurate matching was taking place**
-  **There is a need to adhere to the NHS JE Scheme and its local application as outlined in the NHS JE Handbook**
-  **The CSUs have capacity to support your job matching review and match existing roles against new profiles**
-  **We have a pool of experienced, trained job matchers comprising of management and staff side**
-  **We can provide consistency checking for all roles**
-  **We offer the provision of partnership panels or CSU evaluators joining your panels**



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