





AfC is an important component of NHS terms and conditions

What is the NHS Job Evaluation Scheme (JES)?

How are pay banding decisions made using the NHS JES?

What to do if you want to request a job banding review

Review panels

Key issues

Appendix A: Template to request a JE review

AfC pay rates are underpinned by an analytical job evaluation scheme (JES) that takes into account the unique nature of the work undertaken by NHS staff. The scheme is the same in all NHS trusts.

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If you think your job is incorrectly banded or if you think your job has

the demands of your role incorrectly. Look at the way the factor levels

rcn.org.uk/Get-Help/Contact-advice

If you have just received a banding outcome

You will need to think about the following:

- you have three months to request a review of the decision. You should have received a copy of the job matching/evaluation report along with the decision

- gather evidence to identify areas where you think the panel has assessed the demands of your role incorrectly. Look at the way the factor levels are worded in the [NHS Job Evaluation Handbook](#) (try to avoid repeating the same points)

Review panels

Key issues

Review panels operate in the same way as other JE panels. They should be conducted in partnership and be made up of trained JE practitioners who will be evaluated by a new panel.

consistency checking process before it is released to you.

handled badly and/or not according to the NHS Job Evaluation Handbook/

You need to agree job information with your manager. If you feel they are being

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