

FOI 3867

29th July 2026

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Please provide the following information for each year from 2016 to the most recent year available.

Response:

The Trust holds information relevant to this request; however, it should be noted that the Trust's current Agenda for Change Job Evaluation tracking spreadsheet was developed over time and does not contain a complete, centrally reportable dataset for the entire period from 2016 onwards.

Information from 2020 can be extracted from the Trust's job evaluation records and has been provided where available. For earlier periods, information may only be held within individual job evaluation case files and is not held in a format that enables reporting of the specific data requested without a review of large numbers of paper and archived records.

1. The number of Agenda for Change job evaluation reviews completed.

Response:

Financial Year	Completed Reviews
2020/21	19
2021/22	32
2022/23	14
2023/24	15
2024/25	20
2025/26	24

2. The number of Agenda for Change job evaluation reviews outstanding at year end.

Response:

The Trust does not hold a record of the number of Agenda for Change job evaluation reviews outstanding at each financial year end. While the Trust maintains a job evaluation tracking spreadsheet, it is not structured to produce a reliable year-end backlog figure without reviewing individual case records.

3. The number of reviews resulting in:

- **Upward regrading;**
- **Downward regrading;**
- **No change.**

Response:

Outcome	Number
Upward Regrading	136
Downward Regrading	1
No Change	91
Total Reviewed Outcomes	228

4. The Agenda for Change bands of posts reviewed, in anonymised aggregate form.

Response:

Original Band	Number of Reviews
Band 1	7
Band 2	37
Band 3	39
Band 4	17
Band 5	40
Band 6	30
Band 7	43
Band 8A	11
Band 8B	4
Total	228

5. The average time taken to complete a job evaluation review.

Response:

The average time taken to complete an Agenda for Change job evaluation review, measured from the date full information was received to the date the outcome was notified to the postholder/manager, was approximately 411 calendar days.

6. Copies of policies, procedures, guidance or frameworks relating to:

- **Job evaluation;**
- **Consistency of banding;**
- **Consistency of job evaluation outcomes across HSC organisations;**
- **Review of equivalent or comparable posts.**

Response:

The Trust has identified the NHS Job Evaluation Handbook ([NHS Terms and Conditions of Service Handbook | NHS Employers](#)) and HSC regional Job Evaluation Protocols (attached) as falling within the scope of this request and copies are enclosed. The Trust does not hold any additional standalone policies, procedures, guidance or frameworks relating specifically to consistency of banding, consistency of job evaluation outcomes across HSC organisations, or the review of equivalent or comparable posts.

7. Any reports, reviews, audits, analyses or monitoring information examining:

- **Differences in banding for equivalent roles across organisations;**
- **Consistency of job evaluation outcomes across HSC organisations;**
- **Trends in regrading outcomes;**
- **Job evaluation backlogs.**

Response:

The Trust has undertaken searches for information falling within the scope of this request. The Trust does not hold any reports, reviews, audits, analyses or monitoring information specifically examining:

- differences in banding for equivalent roles across HSC organisations;
- consistency of job evaluation outcomes across HSC organisations;
- trends in regrading outcomes; or
- job evaluation backlogs.

Accordingly, no recorded information is held.

8. Any documents setting out whether a successful regrading outcome for a post or role triggers review, reconsideration or evaluation of equivalent or comparable posts elsewhere within HSC organisations.

Response:

The Trust holds the NHS Job Evaluation Handbook and HSC regional job evaluation protocols relevant to the operation of Agenda for Change job evaluation processes.

The Trust has not identified any document which provides that a successful regrading outcome for a post automatically triggers review, reconsideration or evaluation of equivalent or comparable posts elsewhere within HSC organisations.

9. Any reports, guidance, correspondence or governance papers relating to concerns regarding inconsistent banding of similar, equivalent or comparable roles across HSC organisations.

Response:

The Trust has not identified any reports or governance papers falling within the scope of this request.

The Trust does hold the NHS Job Evaluation Handbook and regional job evaluation protocols, which set out the framework for job evaluation and consistency checking. Copies of those documents are provided.

10. Any documents, reports, reviews, audits, correspondence, briefing papers or governance papers which identify, discuss, analyse or raise concerns regarding differing Agenda for Change banding outcomes for similar, equivalent or comparable roles across HSC organisations.

Response:

The Trust has undertaken searches and has not identified any documents, reports, reviews, audits, correspondence, briefing papers or governance papers falling within the scope of this request.

Accordingly, no recorded information is held.

11. Any policies, procedures, guidance, business rules or decision-making frameworks governing whether a successful regrading outcome for a post results in review, reconsideration or evaluation of comparable posts elsewhere within HSC organisations.

Response:

The Trust holds the NHS Job Evaluation Handbook and regional job evaluation protocols.

The Trust has not identified any policy, procedure, guidance, business rule or decision-making framework which provides that a successful regrading outcome for a post automatically results in review, reconsideration or evaluation of comparable posts elsewhere within HSC organisations.

12. Any policies, procedures, guidance or business rules governing initiation of job evaluation reviews, including:

- **Who may request a review;**
- **Whether managers may initiate reviews;**

- **Whether organisations undertake proactive reviews of roles;**
- **Whether reviews are only undertaken following requests by individual employees, recognised trade unions or employee representatives.**

Response:

The arrangements governing initiation of Agenda for Change job evaluation reviews are set out within:

- NHS Job Evaluation Handbook; [NHS Terms and Conditions of Service Handbook | NHS Employers](#) and
- Regional Job Evaluation Protocols. (attached)

These documents set out the circumstances in which job evaluation reviews may be requested and the roles of postholders, managers and trade union representatives within the review process.

13. Any reports, correspondence, briefing papers, governance papers, workforce reviews, audits or analyses produced since 2016 relating to:

- **Consistency of banding for equivalent roles across HSC organisations;**
- **Consequences of differing banding outcomes for similar or equivalent roles;**
- **Workforce impacts arising from differing banding outcomes;**
- **Recruitment issues arising from differing banding outcomes;**
- **Retention issues arising from differing banding outcomes;**
- **Employee relations issues arising from differing banding outcomes.**

Response:

The Trust has undertaken searches for information falling within the scope of this request and has not identified any reports, correspondence, briefing papers, governance papers, workforce reviews, audits or analyses of the type described.

Accordingly, no recorded information is held.

14. Any reports, audits, reviews or analyses examining whether equivalent or substantially similar roles are banded consistently across HSC organisations and, where inconsistencies have been identified, any actions taken or proposed to address those inconsistencies.

Please provide the information in anonymised aggregate form and do not disclose personal information.

Response:

The Trust has not identified any reports, audits, reviews or analyses falling within the scope of this request.

Accordingly, no recorded information is held.

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