

Data Provision Notice

Job Evaluation Audit & KPI Data Collection

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Background

The Health and Social Care Act 2012 (the Act) gives NHS England statutory powers, under section 259(1)(a), to require data from health or social care bodies, or organisations that provide publicly funded health or adult social care in England, where it has been directed to establish an information system by the Secretary of State for Health and Social Care.

The data, as specified by NHS England in this published Data Provision Notice, is required to support a direction from the Secretary of State for Health and Social Care to NHS England. Therefore, organisations that are in scope of the notice are legally required, under section 259(5) of the Act, to provide the data in the form and manner specified below.

Purpose

This data collection is about making sure the NHS Job Evaluation process is being used properly and fairly across the NHS. Job Evaluation is how NHS roles are matched to pay bands under the Agenda for Change (AfC) contract, and it plays a key role in making sure staff are paid equally for work of equal value, in line with the Equality Act 2010.

Getting this right is important for fairness and legal compliance, and the data collected will help ensure local NHS organisations are following the rules correctly. It will also support national oversight and improvement efforts.

This collection forms part of a wider plan to restore confidence, build capacity, and modernise the Job Evaluation system. These actions were agreed as part of the 2023 'non-pay' Agenda for Change deal, recommendations from which were agreed in principle by the Secretary of State for Health and Social Care (see: [Written Ministerial Statement](#)) and supported by NHS England executives (see: [Agenda for Change non-pay deal recommendations – NHS job evaluation](#)).

Initially, the focus will be on how ready organisations are and how they are applying Job Evaluation in nursing and midwifery roles. This includes tracking performance through key indicators. The work is linked to a recent update of national job profiles for nursing and midwifery roles published by NHS Employers ([National nursing and midwifery job profile review | NHS Employers](#)).

Later, the collection will widen to cover the whole AfC workforce.

This collection also supports NHS England to meet its duty under s1GA of the NHS Act 2006 to assist the Secretary of State in the preparation of a report every five years describing the system in place for assessing and meeting the workforce needs of the health service in England. It will also help to inform monitoring of the upcoming service delivery and workforce shift from acute to community care ([NHS 10 Year Plan](#)).

NHS England will review the need for this data collection in August 2026, as part of its ongoing duty to keep data collections under review.

Benefits

The successful collection and use of Job Evaluation data will enhance transparency and accountability in how Job Evaluation is applied, standardising practices across organisations to ensure accurate and fair evaluations of roles. This is key to maintaining equal pay for work of equal value and reducing any inconsistencies in how staff are banded under the AfC framework. A more coordinated and monitored approach will also help mitigate financial, operational, and reputational risks that can arise from incorrect application of the Job Evaluation Scheme and a lack of oversight.

Legal basis for collection, analysis, publication and dissemination

Collection and analysis

NHS England has been directed by the Secretary of State for Health and Social Care under section 254 of the Health and Social Care Act 2012; to establish and operate a system for the collection and analysis of the information specified for this service. The direction and accompanying technical specification are published on the NHS England website:

<https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/directions-and-data-provision-notice/secretary-of-state-directions/workforce-information-directions-2019>

This information is required by NHS England under section 259(1)(a) of the Health and Social Care Act 2012.

In line with section 259(5) of the Act, all organisations in scope, in England, must comply with the requirement and provide information to NHS England in the form, manner and period specified in this Data Provision Notice.

This Notice is issued in accordance with the procedure published as part of an NHS England duty under section 259(8).

Publication

Under section 260(1) of the Health and Social Care Act 2012, NHS England must publish all information it obtains by complying with a direction under section 254 or a request under section 255 of the Act unless the information falls within section 260(2).

NHS England will develop analysis and reporting for the purposes of publication as the national collection is established. The timing, form and frequency of publication will be agreed with DHSC.

Dissemination

NHS England will use its powers under section 261(5)(d) of the Health and Social Care Act 2012 to share aggregate anonymous data and summary reports (via restricted access dashboards) with key stakeholders, including:

- NHS Trusts
- Ministers
- Department of Health and Social Care

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- NHS Employers
 - NHS Staff Council staff (including employer and staff-side representatives and sub-boards i.e. Job Evaluation Group).

for the purposes of monitoring the application of the Job Evaluation Scheme, benchmarking organisations, identifying/promoting good practice, and generating wider learning.

Persons consulted

Following receipt of a direction to establish a system to collect the Job Evaluation Audit & KPI data collection NHS England has, as required under section 258 of the Health and Social Care Act 2012, consulted with the following persons:

- Department of Health and Social Care as the directing organisation
- NHS England policy leads and data collection subject matter experts
- NHS Staff Council Executive (including employer and staff side Chairs)
- The NHS Staff Council Job Evaluation Group (employer and staff side Chairs)
- NHS Employers (in their capacity as NHS Staff Council secretariat, and as subject matter experts)

Scope of the collection

Under section 259(1)(a) of the Health and Social Care Act 2012, this Notice is served in accordance with the procedure published as part of the NHS England duty under section 259(8) on the following persons:

Secondary care services in England across the following settings:

- Foundation or non-foundation trusts, including acute, ambulance mental health, specialist, combined and community care services settings.

Under section 259(5) of the Health and Social Care Act 2012, the organisation types specified above must comply with the Form, Manner and Period requirements below.

Form and Manner of the collection

Data pertains to Board assurance, organisational readiness, NHS workforce numbers and banding, numbers of job descriptions in use, and job evaluation activity, capacity, quality, and outcomes.

Data will be in aggregated form and submitted on the Data Collections Framework (DCF) which has been designed to include data quality validations.

The Job evaluation metrics to be collected include:

- **Board assurance and organisational readiness** (confirmation [Y/N] or RAG-rating of statements)
- **Assessment of Job Evaluation practice audit:** The assessment draws on the 20-item RAG-rated checklist as per NHS Staff Council guidance: [Action needed on job evaluation outcomes for Nursing and Midwifery staff](#)

- **Job description volumes and review** (By bands/occupation – nursing and midwifery only: total number of job descriptions in use, number reviewed in last 3 years, number reviewed in last 12 months (and of these number with pay band increase, number with pay band decrease, number no change).
- **Volume of Job Evaluation activity** (total number of Job Evaluation panels convened, total number of jobs evaluated; of which: new jobs, changed jobs, review requests).
- **Quality and governance of Job Evaluation activity:** (number of Job Evaluation panels that included staff side panellists, number of jobs sent to external/private providers for evaluation, number of Job Evaluation panels cancelled (e.g. due to lack of panellist availability), number of panel outcomes consistency checked, number of outcomes appealed or disputed).
- **Volume of Job Evaluation activity and outcomes by aggregated band:** (Number of jobs evaluated, and number resulting in pay band increase, pay band decrease, no change).
- **Timeliness of job evaluation reporting:** Average time from receipt of finalised Job Evaluation paperwork to outcome communication (working days, and range).

The collected data will be combined with aggregate Electronic Staff Record (ESR) data held by NHS England, comprising of: number of funded whole time equivalent (WTE) posts, headcount, years in service, by bands and (where applicable) occupational codes.

Period for collection

Information to support the submission of the data is available here:

<https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-collections/job-evaluation-kpi-data-collection>

Data will be required to be submitted quarterly, commencing 1 October 2025.

A Job Evaluation Practices Audit will be included within the April data collection window as an annual requirement, commencing April 2026.

Burden of the collection

Steps taken by NHS England to minimise the burden of collection

NHS England has a statutory duty under section 253(2) of the Act to seek to minimise the burden it imposes on others. In seeking to meet these obligations in relation to this collection, NHS England has:

Sought to minimise the burden on providers by using existing data extract technology (e.g. in relation to NHS workforce - Electronic Staff Record (ESR) aggregated data.

In addition, in support of its obligation under 265(3) of the Act, NHS England has an assessment process to validate and challenge the level of burden incurred through introducing new information standards, collections and extractions.

This process is carried out by the Data Design Aggregate Data Flows team (DD-ADF) and the Data Assurance Governance and Testing Service (DGAT) which assures burden assessment evidence as part of the overarching Data Alliance Board (DAB) approval process. The DAB, acting under authority of the Secretary of State, oversees the assurance, approval and publication of information standards and data collections for the health and social care system in England.