

FOI 4063

**Job Evaluations**

Provide the following information.

1. The number of employees, by grade and directorate, who requested a job evaluation between 1 April 2019 and 31 March 2024.

See table below.

2. For the period 1 April 2019 to 31 March 2024, supply details of those posts which, after the job evaluation process, resulted in an upgrade, no change or a downgrade by Directorate/Grade:

See table below.

a) Number of posts upgraded after evaluation

b) Number of posts which had no change to the grade after evaluation

c) Number of posts downgraded after evaluation

April 2019 to March 2020 Job Evaluations

Directorate/Division	Headcount	Band	Job Evaluation Outcome	
			No change to Band	Re-graded
Children's and Young People	1	6	X	
	1	2		X
Community Care	1	7		X
	1	7		X
	1	8A	X	
	4	5	X	
	1	3	X	
	1	6	X	
Finance & Estates	7	2	X	
	1	5	X	
Medical & Governance	1	8B		X
	1	5		X
	1	4	X	
Medicine & Emergency Medicine	1	6		X
	1	6		X
Mental Health & Learning Disability	1	5		X
Strategic Planning & IT	1	6		X
	1	7		X
Surgical & Clinical Svs	1	2		X
	1	2	X	
	1	8A	X	
	1	7	X	

April 2020 to March 2021 Job Evaluations

Directorate/Division	Headcount	Band	Job Evaluation Outcome	
			No change to Band	Re-graded
Community Care	1	2		X
	11	2	X	
Finance & Estates	1	3		X
Mental Health & Learning Disability	3	6	X	
	1	8B	X	
	1	8A		X
	1	8A		X
	1	8C		X
	1	8C		X

April 2021 to March 2022 Job Evaluations

Directorate/Division	Headcount	Band	Job Evaluation Outcome	
			No change to Band	Re-graded
Community Care	1	4		X
	3	6		X
Finance & Estates	1	7	X	
	1	5		X
	1	3	X	
Human Resources	1	5	X	
	1	3	X	
	1	5		X
Strategic Planning & IT	1	5		X
	1	5		X
Surgical & Clinical Svs	1	2		X
	2	5		X
	1	7	X	
	15	2	X	
	1	5	X	
	1	3	X	
Paediatrics, Women's and Support Services	47	3	X	
	1	5	X	

April 2022 to March 2023 Job Evaluations

Directorate/Division	Headcount	Band	Job Evaluation Outcome	
			No change to Band	Re-graded
Children's and Young People	1	5		X
	1	4		X
Medical & Governance	1	8A		X
	1	8A		X
Medicine & Emergency Medicine	1	6		X
Paediatrics, Women's and Support Services	5	2		X
	6	5		X
Surgical & Clinical Svs	1	6	X	
	1	6	X	
	1	4		X
	6	5		X
	4	3	X	
	4	6	X	
Medicine & Emergency Medicine	4	6	X	
	1	7		X

April 2023 to March 2024 Job Evaluations

Directorate/Division	Headcount	Band	Job Evaluation Outcome	
			No change to Band	Re-graded
Human Resources	1	8B		X
	1	6		X
Infrastructure	1	4		X
Medical & Governance	1	7		X
	1	5		X
Surgical & Clinical Svs	1	3		
	1	8A	X	
	1	7		X
	1	2	X	
Paediatrics, Women's and Support Services	19	3		X