

Date 18/06/2025
Your Ref
Our Ref 10134

Enquiries to Richard Mutch
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Dear

FREEDOM OF INFORMATION - JOB EVALUATION PANEL

I write in response to your request for information in relation to Job Evaluation panels.

Question:

- Please let me know the reasons why the joint NHS Lothian and the Royal College of Nursing Job Evaluation panel of 2017 to 2018, jointly decided to award only 156 Job Evaluation points for the post of Specialist School Nurse, despite there being an explicit requirement in the job description for the post holder to have a master's level qualification in a relevant subject. According to job evaluation national standards, a requirement to hold a master's level qualification should be awarded 196 job evaluation points.

Have NHS Lothian and the Royal College of Nursing discussed and reviewed this decision in the 7 years since and please send me email exchanges between NHS Lothian job evaluation team or senior management and the RCN regarding the subject of the 2018 NHS Lothian Specialist School Nurse job evaluation decision and its justification. Have NHS Lothian and the RCN colluded in covering up this incorrect (and financially harmful to RCN members) joint job evaluation decision in the period since March 2018?

Answer:

The Job Evaluation Panel that evaluated the Specialist School Nurse post in 2018 was an NHS Lothian Job Evaluation Panel not an NHS Lothian and Royal College of Nursing Job Evaluation Panel. In line with national guidance, a Job Evaluation panel is made up of two management and two staff side matchers which may be drawn from a staff side organisation, not only the RCN. In terms of the rationale for the award of the Job Evaluation points, this has already been addressed in a previous response to you dated 13 September 2024, which advised the following:

- Question: Does NHS Lothian agree that a Specialist School Nurse job that requires a Masters level (SCQF level 11) qualification should be awarded Job Evaluation level 7 (196 job evaluation points) in the Knowledge Training and Experience factor of the Job Evaluation? If not, why not?

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Chair Professor John Connaghan CBE
Chief Executive Professor Caroline Hiscox
Lothian NHS Board is the common name of Lothian Health Board

- Answer: No. The training undertaken by School Nurses is a Post Graduate Diploma which contains Masters level modules but it is not a full Masters Degree. Based on the qualification and also the duties and responsibilities of the role, the Matching Panel awarded a level 6 KTE.

There has been no discussion between NHS Lothian and RCN about the Specialist School Nurse Evaluation outcome from 2018 in the last 7 years and therefore there is no correspondence to share.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive