

www.nhslothian.scot

Date 05/11/2025
Your Ref
Our Ref 10870

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – JOB EVALUATION

I write in response to your request for information in relation to job evaluations.

Question:

- I have reviewed our correspondence and note that NHS Lothian FOI continues to state the following: "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."

I interpret this to mean that "based on the qualification [of not having a full Masters Degree]", in part, the NHS Lothian Specialist School Nurse Job was awarded level 6 KTE and not level 7 KTE. If this was partially "based on the qualification", where in the national standards of Job Evaluation, the NHS Employers Job Evaluation, does it make mention of the requirement to have "a full Masters degree"? I want you to quote the rule that NHS Lothian is following in basing this decision, in part, on the qualification. NHS Lothian Specialist School Nurses are required to hold a Masters level qualification and the NHS Employers Job Evaluation Handbook clearly states that this should be evaluated at level 7 KTE.

If NHS Lothian states that a job is awarded a certain job evaluation level "based on the qualification" then it must be able to quote the job evaluation rule that mentions that qualification. Where in the Job Evaluation handbook, that NHS Lothian claims to follow, does it mention the requirement to have "a full Masters degree". Why does the FOI response mention "a full Masters Degree" when this is never mentioned in the Job Evaluation rules?

Answer:

This request appears to seek the same information as a number of previous FOI requests you have made. This is about information that was the basis for an interpretation of a Job Evaluation outcome, and you have asked the same or a very similar question on a number of occasions.

I understand from Human Resources colleagues that a response to your questions in this regard was provided to you by E Mail on 6th November. This is based on application of the following:

[NHS Scotland job evaluation policy](#)

This information is exempt under Section 25 of the Freedom of Information (Scotland) Act 2002

- Information otherwise accessible

(1) Information which the applicant can reasonably obtain other than by requesting it under section 1(1) is exempt information.

There is no further information available to disclose from a Freedom of Information perspective that has not previously been made available to you.

I am sorry I cannot help further 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.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive