

Date 28 July 2026  
Your Ref  
Our Ref 11640

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Dear

## FREEDOM OF INFORMATION – JOB EVALUATIONS

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

### Question:

- The NHS Lothian Specialist Practitioner District Nurses are required to hold the Specialist Practitioner Qualification (SPQ) which is 120 credits at SCQF Level 11 (Masters level) and are awarded 196 JE points/Level 7 at the Knowledge Training and Experience (KTE) factor by NHS Lothian Job Evaluation.

The NHS Lothian Specialist School Nurses have been required (since earlier than 2018) to hold the Specialist Community Public Health Nurse Qualification (SCPHN) which is 120 credits at SCQF Level 11 (Masters level) and they are awarded only 156 JE points/Level 6 points at the Knowledge Training and Experience (KTE) factor by NHS Lothian Job Evaluation.

Please explain why NHS Lothian Specialist School Nurses have been awarded 40 points less at KTE than Specialist Practitioner District Nurses who hold the exact same Masters Level of qualification. They both evidence the same level of Knowledge Training and Experience: 120 credits at Masters level/SCQF level 11. Why are the evaluations so unequal?

### Answer:

We cannot answer your request in terms of the Freedom of Information (Scotland) Act 2002 as you are requesting an explanation on an evaluation outcome, and the difference between another evaluation outcome. This is not existing recorded information. As per Section 17 of FOI(S)A formally I must advise that we do not hold this information.

It is also the case that you have already been provided with all of the matched job reports for the various roles including the more recent one that was issued for District Nursing.

I am sorry I cannot help 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](http://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