

FOI REF: 25/637

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17th September 2025

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FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

I am currently leading a job evaluation project and am reaching out to gather insights into effective practices utilised by various organisations.

We are particularly interested in understanding the following:

1) The methods and frameworks your organisation uses for job evaluation.

- [NHS Job Evaluation Handbook framework.](#)
- [IJES Job Evaluation system to record evaluations.](#)
- [Trained Job Evaluation practitioners.](#)
- [Regular Job Evaluation panels to review and evaluate job descriptions matching to a national profile where appropriate.](#)
- [Regular Consistency Check panels to review banding outcomes highlighting any inconsistencies.](#)
- [Job Evaluation trained Co-ordinator to manage, audit and ensure governance of the process.](#)

2) The costs associated with implementing these processes.

- [Cost of IJES £4,320 per year.](#)
- [Cost of training;](#)
 - [Job Matching training - £3400+VAT per person](#)
 - [Consistency Check training - £170+VAT per person](#)
 - [Job Matching refresher training - £170+VAT per person](#)

- Associated time for panels members being released from daily duties to sit on panels (unable to quantify in regard to cost but each panel member is asked to commit to 2 hours per month).
- Salary for Job Evaluation Co-ordinator £31,049 - £37,796 salary range.

3) The benefits you have observed as a result of your chosen evaluation methods.

- Transparent process that ensures the Trust meets its obligations for Equal Pay, Equal pay for work of equal value.

4) Any challenges you have encountered and how you have addressed them.

- Volume of work.
- Number of trained evaluators.
- Availability of trained evaluators.
- Quality of information submitted and circumnavigating the process as it can take up to 2-3 months; requiring a very robust governance process for submission and authorization.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, you have the right to request an internal review. Please write to the Freedom of Information Department (esh-tr.foi@nhs.net), quoting the above reference, within 40 working days. The Trust is not obliged to accept an internal review after this date.

Should you still be dissatisfied with your FOI request, you have the right of complaint to the Information Commissioner at the following address:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Telephone: 0303 123 1113

Yours sincerely

Freedom of Information Department
esh-tr.foi@nhs.net