

Questions:

I wish to request the following information under the FOI Act in relation to the Strategic Planning and Performance Group/Health and Social Care Board.

1. The number of employees, by grade and directorate, who requested a job evaluation between 1 April 2019 and 31 March 2024.
2. For the period 1 April 2019 to 31 March 2024, please supply details of those posts which, after the job evaluation process, resulted in an upgrade, no change or a downgrade by Directorate/Grade:
 - 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

Responses:

1. Table 1 provides details of the total number of job evaluations requested by grade and Directorate during 1 April 2019 and 31 March 2024.

During this period there has been a number of Directorate changes including name changes. Where this has been the case these have been merged in the table below.

Table 1
Number of Job Evaluations Requested 1/4/2019- 31/3/2024

Directorate	3	4	5	6	7	8a	8b	8c	8d	Total
Commissioning / CAWT	█	█	█	█		█	█			11
Community Care / Social Care & Children's	█			█		█	█			7
Corporate Services / Communications	█	█	█			█				5
Finance / HSCB Finance		█		█	█	█				8
DHCNI / HSCB E-Health			█			█				<5
Primary Care / Integrated Care	█		█		█		█	█	█	9
Performance, Safety and Service Improvement Directorate / PMSID	█		█		█	█	█			7
Total	6	<5	8	<5	5	16	6	<5	<5	

We are unable to provide numbers by grade and directorate as they are small numbers and have the potential to lead to identification. These numbers have been removed via application of Section 40 (2) of the FOI Act – Personal Information. Further information in respect of the exemption applied is provided in appendix 1.

2. Table 2 provides details of the job evaluation outcomes between 1 April 2019 and 31 March 2024. Please note that in accordance with JE Scheme handbook no final outcome would result in a downgrade.

Table 2
Job Evaluation Outcome

Directorate	JAQ	Increase	Unchanged	Total
Commissioning / CAWT	█	7	█	11
Communications / Corporate Services		█	█	5
Community Care / Social Care & Children's	█	█	█	8
DHCNI / HSCB E-Health		█	█	<5
Finance / HSCB Finance		7	█	8
Integrated Care / Primary Care	█	6	█	9
Performance, Safety & Service Improvement Directorate / PMSID		█	█	7
Total	<5	34	13	

A Job Evaluation Questionnaire (JAQ) is used when a panel is unable to match a job description to a national job profile within the job evaluation scheme. It is completed by the postholder in order to determine pay banding. This process is completed in line with the nationally agreed Agenda for Change terms and conditions. For further information please see the following link - [Job evaluation | NHS Employers](#).

A number of evaluation requests fell within this category. No outcome was reached through the JAQ process, due to factors such as applicants failing to complete the process or withdrawing their applications.

Small numbers have been redacted as they have the potential to lead to identification, although larger numbers have been provided. These numbers have been removed via application of Section 40 (2) of the FOI Act – Personal Information. Further information in respect of the exemption applied is provided in appendix 1.

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